



ALL INDIA UCO BANK EMPLOYEES FEDERATION

(AFFILIATED TO AIBEA) REG. NO. 3489/CNI

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Ref No. GM/AIUCBEF/08/23- 26

Date: 28/07/2023

Dear Sir,

Sub: Festival Advance

You are aware that those who joined the services prior to 06/12/1990 are being granted Festival advance full quantum of their Salary excepting HRA and Conveyance allowance. Till last year /introduction of HRMS(September 2015) employees were being paid Festival Allowance including Special allowance (presently 16.40% of basic pay). How ever this year, in the absence of relevant column in HRMS, this component is excluded from Festival Allowance quantum.

As the Festival is fast approaching (Ganesh Chaturthi) it will be helpful if HO make necessary changes in HRMS that will enable employees to avail Festival Allowance including the component of Special Allowance and DA there on.

We shall be thankful for your immediate steps and clarify to Zones appropriately.

Thanking you,

Yours sincerely,

Partha Chanda
General Secretary



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FESTIVAL ADVANCE

1 PURPOSE

Festival Advance is granted to the employees to enable them to celebrate **any festivals including National Festivals.**

2 ELIGIBILITY

Employees confirmed in the services of the Bank are eligible to avail Festival Advance. Promotees on Probation are also eligible to avail the advance.

3 QUANTUM OF ADVANCE

AWARD STAFF

For Staff under Award [both Clerical and Subordinate staff] who have joined Service **on or after 6.12.1990 :**

One month's emoluments i.e. Basic Pay + Spl. Pay + DA etc. but excluding HRA & Conveyance allowance subject to a maximum of

Clerical Staff	Rs.20000
Subordinate staff	Rs.15000

For Staff under Award [both Clerical and Subordinate staff] who have joined Bank's Service **prior to 6.12.1990 :**

Festival Advance as per existing arrangements, i.e. one month's emoluments [i.e. Basic Pay + Spl. Pay + DA excluding HRA & Conveyance allowance] **without any ceiling.**

PERMANENT PART-TIME EMPLOYEES

Permanent Part-time employees in scale-wages, i.e. In 1/3rd, 1/2, and 3/4th scale of pay who have joined Bank's service prior to 6.12.1990 will be permitted Festival Advance equivalent to their one month's emoluments [i.e. Basic Pay + Spl. Pay + DA excluding HRA & Conveyance allowance] **without any ceiling.**

Permanent Part-time employees in scale-wages, i.e. In 1/3rd, 1/2, and 3/4th scale of pay who have joined Bank's service on or after 6.12.1990 will be permitted Festival Advance ,

1/3 rd scale of pay	Rs.5000
1/2 Scale of pay	Rs.7500
3/4 th Scale of pay	Rs.11250

If an employee were on loss of salary or on sick leave with half pay during the preceding month, the Gross salary for the purpose of determining the entitlement shall be computed as if the employee had not been on loss of salary or on sick leave with half pay.

The advance is free of interest.

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- (b) Dearness Allowance shall be calculated and paid on Basic Pay, Special Pay, Graduation Pay, Professional Qualification Pay and Officiating Pay, if any, payable under this settlement in respect of both clerical and subordinate staff.
- (c) All other existing provisions relating to Dearness Allowance Scheme shall remain unchanged.

House Rent Allowance

In substitution of Clause 9 of the Bipartite Settlement dated 27th April 2010 with effect from 1st November 2012, the House Rent Allowance payable shall be as under:

	Area	Rate as percentage of Pay [No Minimum/ No Maximum]
(i)	Places with population of more than 45 lakhs and Project Area Centres in Group 'A'	10.00%
(ii)	Places with population of 12 lakhs and above including State of Goa and Project Area Centres in Group 'B'	9.00%
(iii)	Other places not covered in (i) and (ii) above	7.50%

Note:

- (1) Where quarters are provided, HRA shall not be payable and the rent to be recovered shall be 0.3% of the first stage of the Scales of Pay.
- (2) All other existing provisions relating to House Rent Allowance shall remain unchanged.

Special Allowance

With effect from 1.11.2012, workmen employees shall be paid Special Allowance at 7.75% of the Basic pay with applicable DA thereon.

Note : The Special Allowance with applicable DA thereon shall not be reckoned for superannuation benefits viz., pension including contribution to NPS, PF & Gratuity.

