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The Gazette of the Democratic Socialist Republic of Sri Lanka  
EXTRAORDINARY

අංක 2023/3 - 2017 ජුනි මස 12 වැනි සඳුදා - 2017.06.12  
No. 2023/3 - MONDAY, JUNE 12, 2017

(Published by Authority)

**PART I : SECTION (I) — GENERAL**

**Government Notifications**

My No. CI/1702.

**Collective Agreement No. 30 of 2015**

**THE INDUSTRIAL DISPUTES ACT, CHAPTER 131**

**Addendum to Collective Agreement**  
(for the period of 01.01.2015 to 31.12.2017)

THE Addendum to the Collective Agreement entered into between People's Bank, No. 75, Sir Chittampalam A. Gardiner Mawatha, Colombo 02 of the one part and the Ceylon Bank Employees' Union, No. 20, Temple Road, Colombo 10 of the other part on 2nd day of July 2015 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956)

*Between*

People's Bank,  
No. 75, Sir Chittampalam A. Gardiner  
Mawatha, Colombo 2

Thereafterd referred tp as tje Bank

*of the one Part.*

A. WIMALAWEERA,  
*Acting Commissioner of Labour.*

*and*

Ceylon Bank Employees' Union,  
No. 20, Temple Road,  
Colombo 10.

hereafter referred to as the Union

*of the other Part.*

Department of Labour,  
Labour Secretariat,  
Colombo 05.



This Agreement is made and entered into at Colombo on this 11th day of May 2016 between the People's Bank and the Ceylon Bank Employee's Union.

Whereas the Bank and the Union has entered into a Collective Agreement dated 11th day of May 2016, for the period 01.01.2015 to 31.12.2017, (hereinafter referred to as the "Collective Agreement").

And whereas by the said Collective Agreement, the parties hereto agreed to finalise the terms and conditions regarding non-Salary benefits and other allowances of the employees of the Bank covered by the said Collective Agreement.

And whereas, the parties hereto agree to the Non-salary benefits and the other allowances and medical assistance which are included in this addendum in the First and Second Schedules hereto respectively, which form and integral part of the said Collective Agreement.

#### THE FIRST SCHEDULE ABOVE REFERRED TO

##### 1. Non Salary Benefits

The following allowances effect from 1st January, 2015 in the case of categories of employees specified under each of the following sub-categories.

##### 1.1 Cashier's Risk Allowance

Cashiers and Cashier cum clerk who are called upon to bear the cash risk, will be paid an allowance of Rs. 110/- per day on which such work is performed.

##### 1.2 VDU Operators' Allowance

1.2.1 The Bank will pay an allowance of Rs. 30/- per day upto a maximum of Rs. 600/- per month, only to employees whose main or primary function, as decided by the Management of the Bank, is the operation of a VDU and works on full time basis at a VDU. The Union will have the right to make representations to the Bank on the question whether; the main or primary function of an employees is the operation of a VDU.

1.2.2 Where a Cashier or a Teller of the Bank operates a VDU and if such person is entitled to a Teller Allowance/Bank Light

Allowance such Cashiers or Tellers will be entitled to only 50% of the VDU allowance.

1.2.3 Those employees who work on a VDU on relief or part time basis will be entitled to this allowance, only if the employee performs such duty for two hours or more per day.

##### 1.2.4 Non Receipt of Two Allowances

No employees shall be entitled to more than any one of the undermentioned allowances ;

- a. Telex Operators' Allowance
- b. VDU Operators' Allowance

##### 1.3 Development Assistant's Allowance

Development Assistant will be paid an allowance of Rs. 2160/- per month.

##### 1.4 Tellers' Allowance/Black Light Allowance

Those appointed as Tellers' and are exercising such duties will be paid an allowance of Rs. 108/- per day worked subject to a maximum of Rs. 2160/- per month. Those exercising authority on Black Light signature verification will be paid an allowance of Rs. 25/- per day subject to a maximum of Rs. 500/- per month, provided however, no employee shall be entitled to receive both these allowances for any one day.

##### 1.5 Machine Operators's Allowance

Those who operate heavy electrical and mechanical accounting machines, such as NCR type 32 will be paid an allowance of Rs. 20/- per day on which such work is performed.

##### 1.6 Telex Operators' Allowance

Where the Bank as at the date of this Agreement, pays an allowance expressly as a Telex Operators' Allowance, the Bank will pay as from the effective date of this Agreement Rs. 75/- per day subject to a maximum of Rs. 1500/- per month, provided such work is

performed by Operators other than those who have been recruited for the purpose.

#### 1.7 Key Holding Allowance

Clerks/Clerk cum Cashiers duly authorized to hold keys that would normally be handled by an officer will be paid a Key Holding Allowance of Rs. 20/- per day.

#### 1.8 Disturbance Allowance

Employees who are not on shift duty but called upon to report for duty before 6.30 a. m. will be paid a Disturbance Allowance as given below :

<i>Grade</i>	<i>Amount</i>
Gr. III (2) and above	Rs. 370/- per day
Gr. III(3) & Gr. IV	Rs. 300/- per day
Clerical and allied grades	
Below Clerical	Rs. 230/- per day

#### 1.9 Out of Pocket Allowance

Officers who are called upon to work on weekdays, after normal office hours or on holidays will be paid at following hourly rates subject to a limit of 2 hours on week days and maximum of 8 hours on holidays and subject to existing regulations.

<i>Grade</i>	<i>Amount</i>
Gr. I (Chief Manager)	Rs. 600/- p. h.
Gr. II (Senior Manager)	Rs. 540/- p. h.
Gr. III (I) (Manager)	Rs. 500/- p. h.
Gr. III (II) (Deputy Manager)	Rs. 450/- p. h.
Gr. III(3) (Asst. Manager)	Rs. 390/- p. h.
Gr. IV	Rs. 345/- p. h.
Management Trainees	Rs. 220/- p. h.

The hourly rate paid for weekends and statutory holidays will be 1 1/2 (one and half) the normal rate. The entitlement

for out of pocket allowance is based on a minimum one hour of work after the normal working hours. However the employees are entitled to claim out of pocket allowance for the work done beyond one hour for the following 15, 30 and 45 minutes too, proportionately and within the above limit.

#### 1.10 Difficult Stations Allowance

Employees who are serving in Branches categorised as uncongenial and highly uncongenial will be paid a Difficult Station Allowance as given below on monthly basis ;

##### Highly Uncongenial

Manager Gr. III (I) and above	-Rs. 3240/- p. m.
Officers including Steno (C. S)	-Rs. 2600/- p. m.
Clerical and Allied Grades	-Rs. 2160/- p. m.
Below Clerical Grades	-Rs. 1590/- p. m.

##### Uncongenial

Manager Gr. III (I) and above	Rs. 2450/- p. m.
Officers including Steno (C. S.)	Rs. 2020/- p. m.
Clerical and allied Grades	Rs. 1590/- p. m.
Below Clerical Grades	Rs. 1230/- p. m.

(50% increase after two years, if a transfer is requested)

#### 1.11 Acting Allowance

An officer acting in a higher grade will be paid in Acting Allowance a sum equivalent to one half the difference between the initial of the salary scale of the acting grade and his grade, provided he has acted for more than 30 days at a stretch, subject to existing regulations.

#### 1.12 Proportionate Annual Increment on Retirement

It is also agreed to grant salary increments proportionately on the basis of completed month to those retiring prior to date of annual increment.

THE SECOND SCHEDULE ABOVE REFERRED TO

**Medical Assistance Scheme**

Reimbursement of Medical Expenses will be made in terms of existing regulations subject to the limits specified below which shall come into effect from 01.01.2015 to 31.12.2017

Medical Assistant Scheme - Summary of Members Entitlement.

<i>Main and Sub Category</i>	<i>Executive Grade</i>	<i>Officer Grade</i>	<i>Staff Asst Grade</i>	<i>Other Grades</i>
A. Hospitalisation A(I) +(II) (Amalgamate (I) + (II) Hospitalisation for Medical Treatments & Surgical Treatment)	195,000/-	172,000/-	149,000/-	138,000/-
(III) Maternity				
(a) Normal Forceps	36,600/-	32,500/-	29,000/-	28,600/-
(b) Caesarean	59,500/-	54,000/-	48,500/-	48,500/-
B. Non Hospitalisation				
(I) Treatments given by Specialists	34,500/-	34,500/-	34,500/-	34,500/-
(II) Routine (on reimbursement basis)	31,000/-	31,000/-	28,600/-	28,600/-
(III) Tests and Special Services	23,800/-	23,800/-	23,800/-	23,800/-
(IV) Corrective Treatment/appliances	33,400/-	33,400/-	33,400/-	33,400/-
(Excess amounts to be reimbursed under Routine Medical Expenses if a balance is available)				

If any of categories BI, B III & B IV have exhausted, unutilised portion of BI, BII, BIII or B IV can be used

*C. Special Categories Grave Illness	825,000/-	825,000/-	825,000/-	825,000/-
For Medical treatment (under Grave Illness) maximum for a year	76,500/-	76,500/-	76,500/-	76,500/-
For Medical treatments for grave illnesses under special category once and for all basis	75,000/-	75,000/-	75,000/-	75,000/-

\* Once in a life time to the staff member and to another family member so that the total claimed either by the staff member or any other member of the family or both do not exceed Rs. 825,000/-

<i>Main and Sub Category</i>	<i>Executive Grade</i>	<i>Officer Grade</i>	<i>Staff Asst Grade</i>	<i>Other Grades</i>
D. Travelling	5,750/-	5,750/-	5,750/-	5,750/-
E. Management Trainees//Customer Service assistants/probations	13,800/-	13,800/-	13,800/-	13,800/-
F. Maternity in Govt. Hospitals Normal/ Forceps	27,500/-	27,500/-	27,500/-	27,500/-
Caesarean	32,000/-	32,000/-	32,000/-	32,000/-
G. Treatment at Govt. Hospitals General	3500/- p.d.	3500/- p.d.	3500/- p.d.	3500/- p.d.
Surgical (Maximum period 30 days only)	4600/- p.d.	4600/- p.d.	4600/- p.d.	4600/- p.d.

For and on behalf of the People's Bank

Ceylon Bank Employees' Union

Mr. Hemasiri Fernando,  
Chairman.

Mr. S. P. Jayaratne,  
President.

Mr. N. Vasantha Kumar,  
CEO/General Manager.

Mr. R. M. A. K. Bandara,  
General Secretary.

Witness to the above signatories

Witness to the above signatories

Mr. Mangala Gamage,  
Head of Finance.

Mr. L. K. W. Sooriyabandara,  
Senior Vice President,  
People's Bank Branch Union.

Mr. P. R. S. Jayatissa,  
Asst. General Manager,  
(Human Resources).

Mr. S. M. A. R. Senanayake,  
Secretary,  
People's Bank Branch Union.

Colombo,  
On this 11th day of May, 2016.

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