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The Gazette of the Democratic Socialist Republic of Sri Lanka
EXTRAORDINARY

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No. 2256/6 – MONDAY, NOVEMBER 29, 2021

(Published by Authority)

PART I: SECTION (I) – GENERAL

Government Notifications

My No.: CI/1818.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between State Mortgage and Investment Bank, No. 269, Galle Road, Colombo 03 of the one part and the Ceylon Bank Employees Union, No. 20, Temple Road, Colombo 10 of the other part on 19th June 2020 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956).

B. K. PRABATH CHANDRAKEERTHI,
Commissioner General of Labour.

Department of Labour,
Labour Secretariat,
Colombo 05.
15th November, 2021.



Collective Agreement No. 35 of 2020

ADDENDUM TO COLLECTIVE AGREEMENT

BETWEEN

State Mortgage and Investment Bank, No. 269, Galle Road, Colombo 03
 hereinafter referred to as the "Bank" on the one part

AND

Ceylon Bank Employees' Union, No. 10, Temple Road, Colombo 10
 (hereinafter referred to as the "Union") on the other part.

This agreement is made and entered into at Colombo on this 19th Day of June, 2020 by and between the State Mortgage and Investment Bank and the Ceylon Bank Employees' Union.

Whereas the Bank and the Union has entered into a Collective Agreement dated for the period of 01.01.2018 to 31.12.2020. (hereinafter referred to as the "Collective Agreement").

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

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

1. NON SALARY BENEFITS

The allowances under 1.1 and 2 will come into effect from 01.01.2018 while others will be effective from 01.01.2019 in the case of categories of employees specified under each of the following sub categories.

1.0 ALLOWANCES

The following allowances will come into effect from 01st January 2018 in the case of categories of employees specified under each of the following sub categories unless otherwise stated.

1.1 CASHIER'S AND CASHIER CUM BANKING ASSISTANCE'S RISK ALLOWANCE

Cashiers and Cashier cum Banking Assistant who are called upon to handle the cash risk, will be paid an allowance of Rs. 130/- per day on which such work is performed.

(Revised rate of Risk Allowances will be paid with effect from 01.01.2018)

2.0 OUT OF POCKET ALLOWANCE

Officers in Salary Grade VI and above who are called upon to work on week days after normal office hours and on weekends and Bank holidays will be paid at following hourly rates subject to a limit of 2 hours on week days. The hourly rate will be paid for working on week-ends and bank holidays up to six hours and when exceeding 06 hours up to a maximum of 08 hours will be paid 1 1/2 (One and a half) of the following rates.

<u>Grade</u>	<u>Amount</u>
Chief Manager	Rs. 720/-
Manager	Rs. 650/-
Deputy Manager	Rs. 610/-
Assistant Manager	Rs. 550/-
Executive Officer	Rs. 480/-
Junior Executive Officer	Rs. 425/-
Management Trainees	Rs. 265/-
Trainee Banking Assistant	Rs. 130/-

(Revised rate of Out of Pocket Allowances will be paid with effect from 01.01.2018)

3.0 MEDICAL ASSISTANCE SCHEME

- 3.1 Reimbursement of medical expenses will be made in terms of existing regulations subject to the limits given below:

Category

Payable Limits

A) (i) For Special Treatments

Once and for all facility of Rs. 950,000/- for special treatment such as surgery in respect of brain, kidney or heart to be done locally and abroad. This facility will be extended to include a member of the family (spouse, dependent and children) so that

Rs. 950,000/-

the total claimed either by the staff member or any other member of the family or both do not exceed Rs. 950,000/- This payment will be subject to the approval of the Board of Directors of the Bank.

- (ii) The Employee will be entitled for additional Rs. 100,000/- for post-surgery medicine. Rs. 100,000/-

Rs. 100,000/- will be paid for continued medication for critical illness under the special category (A (i)). Payments under this category will be made once and for all.

** Payments under A(ii) category will only be made to employees who have made claim under A(i) category. Claims under A(ii) category should be made separately to claims under A(i) category. Category A(i) and A(ii) cannot be claimed together at the same time.

B) Hospitalization / Non Hospitalization

- (i) Hospital/Nursing Home expenses
* (including of medicine and injections)
- (ii) Surgical expenses including obstetrician/anesthetists fee
- (iii) Treatment by specialists (non surgical) injections
- (iv) Treatment by specialists (non surgical) at hospitals/Nursing Homes
(Medicines and injections prescribed by Specialists in outdoor treatment are limited to Rs. 75,000/- out of the total sum.)



Rs. 205,000/-

C) Other Specialists services (Consultation fee)

- (i) X-ray, Pathological tests and physiotherapy

Rs. 41,800/-

- | | |
|--|---------------|
| (ii) Continued medication for Critical illness under special Category (i.e Heart Surgery, Kidney, Lung Transplant, Brain Surgery or any other major surgery) | Rs. 100,000/- |
|--|---------------|

D) Special Tests: (CT Scanning, Endoscope and similar investigations) Rs. 28,500/-

E) Corrective Treatments and appliances (Dental)

Spectacles and lenses limited to Rs. 25,000/- Rs. 39,750/-
(Spectacles can be replaced once in two years)

F) Maternity

- | | |
|-----------------------------|--------------|
| (i) Normal deliver/ Forceps | Rs. 39,000/- |
| (ii) Caesarean | Rs. 64,500/- |

G) Travelling

Ambulance, hired vehicle in case of Hospitalization Rs. 6,350/-

3.2 Incentive payment for obtaining treatment from Government Hospitals

- | | |
|---|--------------|
| (I) (a) Maternity in Government Hospitals | |
| (i) Normal deliver/Forceps | Rs. 32,000/- |
| (ii) Caesarean | Rs. 51,000/- |
| (b) Treatment at Government Hospitals | |
| (i) General-per day (maximum payment limited to Rs. 38,500/-) | Rs. 3,850/- |
| (ii) Surgical-per day (maximum payment limited to Rs. 50,600/-) | Rs. 5,060/- |

3.3 Incidental medical expenses (in lieu of routine expenses)

- (j) Payment Rs. 18,000/- per annum to be paid quarterly along Rs. 4,500/- with the salary for March, June, September and December in each year.

4.0 The monthly contribution of Rs. 250/- to be made by the employees and Rs. 100/- to be made by the retired employees to the medical scheme.

5.0 Medical Entitlement for Management Trainees/Trainee Banking Assistants & Retired Employees

5.1 Medical Entitlement for Management Trainees/Trainee Banking Assistant

- AI) Reimbursement of Hospitalization - Rs. 25,000/-
AII) Medicines and injections prescribed by specialists in outdoor treatment - Rs. 40,000/-
B) Other specialists services and consultation fee - Rs. 45,000/-

5.2 Medical Entitlement for Retired Employees

A) For Special Treatments

- (i) Once and for all facility for special treatment such as surgery in respect of

brain, kidney or heart to be done locally and abroad. This payment will be Rs. 690,000/-
subject to the approval of the Board of Directors of the Bank.

(ii) The retired employees will be entitled for additional Rs. 80,000/- for post medical surgery Rs. 80,000/-

Rs. 80,000/- will be paid for continued medication for critical illness under the special category (A (i)). Payments under this category will be made once and for all.

** Payments under A(ii) category will only be made to retired employees who have made claim under A(i) category. Claims under A(ii) category should be made separately to claims under A(i) category. Category A(i) and A(ii) cannot be claimed together at the same time.

B) Hospitalization / Non Hospitalization

(i) Hospital/Nursing Home expenses * (including of medicine and injections)	}	Rs. 62,500/-
(ii) Surgical expenses including obstetrician/anesthetists fee		
(iii) Treatment by specialists (non surgical) injections		
(iv) Treatment by specialists (non surgical) at hospitals/Nursing Homes		

C) Other Specialists Services (Consultation Fee)

(i) X-ray, Pathological tests and physiotherapy Rs. 22,000/-

D) Special Tests : (CT Scanning, Endoscope and similar investigations) Rs. 15,000/-

E) Corrective Treatments and appliances (Dental) Rs. 28,000/-
Spectacles and lenses limited to Rs. 18,000/-
(Spectacles can be replaced once in 2 years.)

6. Difficult Station Allowance (Monthly allowance for branch staff only)

6.1 Employees who are serving in Branches categorized as uncongenial will be paid an incentive as given in paragraph 6.4 on a monthly basis subject to review and re-categorization of the existing difficult stations.

6.2 This allowance will be paid for the staff of the branches located in the Districts of Monaragala, Nuwaraeliya, Batticaloa, Jaffna, Vavunia & Ampara. If the employee having a permanent residency of this area or within 50km distance to the branch in any of the adjoining district will not be entitled.

6.3 Individual employees those who are working in the respective branches are to request for approval through Branch Manager, whereas Branch Managers have to submit through Head of (Branch Operations). Monthly payment of Difficult Station Allowance will be made along with the monthly salary of the respective employee.

6.4 Difficult station allowance will be given as follows.

Grades	Payable Limits
Grade IV and above	Rs. 2,870/-
Grade V and VI	Rs. 2,370/-
Grade VII-IX	Rs. 1,870/-
Grade X and below	Rs. 1,450/-

7. Subsistence and Combined Allowance**7.1 General Terms and conditions**

- 7.1.1 An Employee who has travelled on official duty more than 50km up - and - down away and spent for more than 6 hrs at time out of the residence or office/duty station, whichever is closer to the place of visit can be claimed subsistence and combined allowance as per the paragraphs 7.2 and 7.3.
- 7.1.2 The travelled distance should be determined either from residence or officer whichever is closer to the place of visit.
- 7.1.3 Before travel is undertaken, approval shall be obtained from the General Manager or an officer delegated with such authority.
- 7.1.4 In return he should submit an output/work done report along with the claim.
- 7.1.5 Senior Management team members are exempted from these rates and they may be allowed to incur expenditure, accommodation and food based on the approved pro-forma invoice quotation.

7.2 SUBSISTENCE ALLOWANCE

- 7.2.1 An officer is absent from his station on official duty more than 12hrs will be paid full amount of subsistence allowance as per the table in 7.2.4.
- 7.2.2 An officer will be paid half of the subsistence if a travelling period not less than 06 hrs.
- 7.2.3 No subsistence will be paid for a period of travelling less than 06 hrs.
- 7.2.4 Subsistence allowance will be revised as follows:

Grade	Rate of Subsistence
Grade II and above	Rs. 1,550/-
Grade III-IV	Rs. 1,400/-
Grade V	Rs. 1,140/-
Grade VI	Rs. 880/-
Other Grades	Rs. 750/-

7.3 COMBINED ALLOWANCE

- 7.3.1 An officer travelling on duty for more than 24hrs from his station on official duty will be paid an allowance to cover the combined cost of his subsistence and lodging as follows:
- 7.3.2 Combined allowance will be revised as follows:

Grade	Rate of Combined Allowance
Grade II and above	Rs. 3,100/-
Grade III-IV	Rs. 2,800/-
Grade V	Rs. 2,280/-
Grade VI	Rs. 1,760/-
Other Grades	Rs. 1,500/-

8.0 REIMBURSEMENT OF TRAVELLING EXPENSES**8.1 GENERAL TERMS AND CONDITIONS**

- 8.1.1 Before travel is undertaken, approval shall be obtained from the General Manager or an officer delegated with such authority.

- 8.1.2 In return he should submit an output / work done report along with the claim.
- 8.1.3 Senior Management team are exempted from these rates and they may be allowed to incur travelling expenditure based on the approved pro-former invoice quotation.
- 8.1.4 An employee entitled to private vehicle mileage for the efficient discharge of his duties may be paid private vehicle mileage at the rate given in 8.2 not exceeding the mileage approved for the month.
- 8.1.5 If it is a hired vehicle he may be allowed to claim at the rate given in 8.2 Reimbursement of hired vehicle charges should be supported by receipts which should be attached to the claim.
- 8.2 An employee travelling on official duty shall be entitled to claim of his travelling expenses on the rates given below.

Category	Amount Payable
Private vehicle	Rs. 36/-
Motor cycle/Scooter	Rs. 15/-

9.0 ENTERTAINMENT ALLOWANCE

Entertainment allowance is to be paid per month in order to maintain external relationship as follows:

Grade	Rate per month
Chief Manager	Rs. 500/-
Branch Manager/ Branch in Charge	Rs. 350/-

10.0 TRAINEES (MONTHLY) ALLOWANCE

Monthly allowance applicable to trainees will be revised as follows:

Category

Management Trainees (1st Year)	Rs. 45,000/-
Management Trainees (2nd Year)	Rs. 55,000/-
Trainee Banking Assistant (1st Year)	Rs. 22,500/-
Trainee Banking Assistant (2nd Year)	Rs. 27,500/-

For and on behalf of the

State Mortgage and Investment Bank

Ceylon Bank Employees' Union

Dr.Udayasri Kariyawasam

C.S.Dissanayake

Chairman

President

W.M.Dayasinghe

S.M.A.Ranjan Senanayake

General Manager/ CEO

General Secretary

Witness to the above Signatories

A.S.K.Amarasinghe

H.M.P.B. Herath

Assistant General Manager - HR & L

President - CBEU-SMIB Branch

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