



## Indian Banks' Association

### HR & INDUSTRIAL RELATIONS

No.HR&IR/MBR/2023-24/0911

March 15, 2024

**MD & CEOs of member banks party to 10th /11th Bi-partite Settlement signed on 25.05.2015/11.11.2020**

Dear Sir/Madam,

**Increase in conveyance allowance to the Deaf, Dumb, Visually, Intellectually and Orthopaedically handicapped employees**

After the signing of 11<sup>th</sup> Bi-partite settlement on 11.11.2020, supplementary minutes on residual issues were signed between Workmen Unions and IBA on 10<sup>th</sup> December, 2020.

2. One of the demands in the said minutes was Revision/increase in Conveyance Allowance to Physically Challenged employees / Persons with Disability. IBA stated that since this allowance is paid based on guidelines from the Finance Ministry of GOI, the matter would be recommended to them for their consideration.

3. As per Govt. of India guidelines dated 18.02.2009 and 20.05.2014, conveyance allowance of Rs. 400/- is being paid to Deaf, Dumb, Blind and orthopedically handicapped employees in addition to the regular transport allowance being paid to all award Staff.

4. The matter was placed in the Managing Committee of IBA. The Committee after detailed deliberations recommended that conveyance allowance for Deaf, Dumb, visually, intellectually and orthopedically handicapped employees may be increased from Rs. 400/- per month to Rs. 600/- per month. This would not attract DA and will be effective prospectively after Government approval. The proposal was sent to DFS for its approval.

5. Department of Financial Services, Ministry of Finance vide letter eF.No. 4/1/10/2022- IR dated 15.03.2024 has now accorded its approval for upward revision of the rate of Conveyance Allowance for disabled employees [Deaf, Dumb, Visually, Intellectually and Orthopedically Handicapped employees] from Rs.400/- to Rs. 600/- per month [payable uniformly at all places], with immediate effect, in addition to the transport allowance being paid presently to all award staff.

6. This is for your information and necessary action.

Yours faithfully,

  
Brajeshwar Sharma  
Senior Advisor (HR&IR)

eF. No.4/1/10/2022-IR  
Government of India  
Ministry of Finance  
Department of Financial Services

Jeevandeep Building, 3rd floor  
Sansad Marg, New Delhi – 110 001  
Dated: 15<sup>th</sup> March, 2024

To

Chief Executive  
Indian Banks' Association  
World Trade Centre Complex  
Centre 1, 6<sup>th</sup> floor, Cuffe Parade  
Mumbai – 400 005

Subject: Increase in conveyance allowance to the Deaf, Dumb, Visually, Intellectually and Orthopaedically handicapped employees

Sir,

Please refer to Indian Banks' Association's (IBA) email dated 25.5.2021, vide which a proposal for increase in conveyance allowance to persons with disabilities was forwarded to this Department for approval.

2. In this connection, the undersigned is directed to convey the approval of the Government for upward revision of the rate of Conveyance Allowance for disabled employees [Deaf, Dumb, Visually, Intellectually and Orthopaedically Handicapped employees] from Rs. 400/- to Rs. 600/- per month [payable uniformly at all places], *with immediate effect*, in addition to the transport allowance being paid presently to all award staff.

Yours faithfully,

  
(Vijay Shankar Tiwari)

Under Secretary to the Government of India  
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