

CLASSIFICATION OF EMPLOYEES

We direct that employees shall be classified as

- (a) permanent employee;**
- (b) probationer;**
- (c) temporary employee; and**
- (d) part-time employee.**

These expressions having the following meanings:

(a) "permanent employee" means an employee who has been appointed as such by the bank,

(b) "probationer" means an employee who is provisionally employed to fill a permanent vacancy or post and has not been made permanent or confirmed in service,

(Para 508 of Sastry and Para 23.15 of Desai Award)

(c) "temporary employee" will mean a workman who has been appointed for a limited period for work which is of an essentially temporary nature or who is employed temporarily as an additional workman in connection with a temporary increase in work of a permanent nature and includes a workman other than a permanent workman who is appointed in a temporary vacancy caused by the absence of a particular permanent workman.

(Para 20.7 of BPS dated 19.10.1966)

A temporary workman may also be appointed to fill a permanent vacancy provided that such temporary appointment shall not exceed a period of 3 month during which the bank shall make arrangements for filling up the vacancy permanently. If such a temporary workman is eventually selected for filling up the vacancy, the period of such temporary employment will be taken into account as part of his probationary period.

(Para 20.8 of BPS dated 19.10.1966)

(D) "Part-time employee" means an employee who does not or is not required to work for the full period for which an employee is ordinarily required to work and who is paid on the basis that he is or may be engaged in doing work elsewhere.

(Para 508 of Sastry Award)

For ordinary clerical work no bank should employ part-time workers except for the writing of pass books in banks in which this practice now prevails.

(Para 498 of Sastry Award)

Notwithstanding anything contained in paragraph 498 of the Sastry Award for passbook writing, all banks will be free to employ part-time clerks as pass-book writers. Apart from such persons already in employment, in future only students and retired persons (but in any case no person already in employment elsewhere) will be engaged by banks for this purpose. Their hours of work will not exceed 12 hours in a week.

(Para 20.4 of BPS dated 19.10.1966)