

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)

(Registered under Trade Unions Act 1921-Regd. No. 6908)

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IP No. 500077

Circular No. 35/2016

Date : 18.07.2016

To All Members (Please Circulate)

We reproduce hereunder the Circular No. 87 dated 18.07.2016 issued by General Secretary, All India State Bank Officers' Federation, the contents of which are self-explicit.

With revolutionary greetings,

Soumya Datta
(General Secretary)

To all our Affiliates / Members:

STAFF: SUPERVISING JOINT NOTE SIGNED ON 25.5.2015 (EFFECTIVE 01.11.2012) STAGNATION INCREMENTS

We have today sent a communication to the Management on the captioned subject. A copy of the same is enclosed for information.

2. All our members/affiliates are requested to await further developments in this regard.

With greetings,

(Y.SUDARSHAN)
GENERAL SECRETARY

No:6513/64/2016

Date: 18.07.2016

To,
The Deputy Managing Director & CDO,
State Bank of India,
Corporate Centre,
Madame Cama Road,
MUMBAI - 400 021.

Dear Sir,

STAFF: SUPERVISING JOINT NOTE SIGNED ON 25.5.2015 (EFFECTIVE 01.11.2012) STAGNATION INCREMENTS

Please refer to circular No.CDO/P&HRD-IR/37/2016-17 dated 24/06/2016 on the captioned subject regarding release of 4th & 5th stagnation increment for officers in MMGS- III.

2. The point No. 5 of above mentioned circular states that "it has, therefore, been decided to reduce the periodicity of the existing 4th stagnation increment to MMGS-III from 3 years to 2 years w.e.f. 1st May, 2015. The 4th stagnation increment to MMGS-III officers who have completed 2 years or more after releasing 3rd stagnation increment as on 01.05.2015, may be released w.e.f. 01.05.2015 and **5th stagnation increment to these officers may be released 2 years after releasing the 4th stagnation increment.**

3. The release of 5th stagnation increment 2 years after releasing the 4th stagnation increment is leading to anomaly between two officers having different anniversary date of increment. One who has completed exactly

Soumya Datta
General Secretary
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State Bank of India officers' Association

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two years and another officer who has completed 2 years and 11 months after receiving 3rd stagnation increment as on 01/05/2015. The case may be clearly understood by following illustration:

As per revised Circular Instructions Vide Circular No. CDO.P&HRD-IR/37/2016-17 dated 24.06.2016				
MMGS-III				
	Officer "A"		Officers "B"	
Stagnation Increment	Due Date	Payable as per revised Circular	Due Date	Payable as per revised Circular
1 st Stagnation	01/05/2007	01/05/2007	01/06/2006	01/06/2006
2 nd Stagnation	01/05/2010	01/05/2010	01/06/2009	01/06/2009
3 rd Stagnation	01/05/2013	01/05/2013	01/06/2012	01/06/2012
4 th Stagnation	01/05/2015	01/05/2015	01/06/2014	01/06/2015
5 th Stagnation	01/05/2017	01/05/2017	01/06/2016	01/06/2017

4. From the above it is observed that the officer "A" who has received 3rd stagnation increment on 01/05/2013 will draw 4th & 5th stagnation increment on 01/05/2015 and 01/05/2017 and there is no loss to him. However officer "B" who has received 3rd stagnation increment on 01/06/2012 will draw his 4th stagnation increment only on 01/05/2015 along with officer "A" as the joint note is signed on 25/05/2015 and is acceptable. However since the **5th stagnation increment to these officers is being released 2 Years after releasing the 4th stagnation increment is leading to the anomaly between these two officers.** Instead the 5th stagnation increment should be released on their completion of 4 years after receipt of 3rd stagnation increment. By this the 5th stagnation increment to Officer will be released on 01/05/2017 and for officer "B" on 01/06/2016 and their seniority will be maintained. Else there is no benefit as such to Officer "B" as he would have any way drawn two increments within a span of 5 years as per previous circular instructions (4th stagnation after three years and 5th stagnation after two years from 4th stagnation received) and would become due for 5th stagnation increment on 01/06/2017.

5. In the last wage agreement of 2007, when two additional stagnation increments were introduced for JMGS- 1, MMGS- II & III point No. 2 a. & b. of circular No. CDO/P&HRD- IR/11/2010-11 dated 08/06/2010 states that "Provided that officers who have completed three years or more after receipt of the first stagnation increment as on 1.11.2007 will get the next stagnation increment with effect from 1.11.2007 and a subsequent stagnation increment on or after 1.11.2008 on their completion of six years after receipt of the first stagnation increment". Because of this there was no anomaly as such.

6. Hence, we feel that point no.5 should be amended as "The 4th stagnation increment to MMGS- III officers who have completed two years or more after receipt of the 3rd stagnation increment as on 01/05/2015 will get the 4th stagnation increment on 01/05/2015 and **5th stagnation increment on or after 01/05/2016 on their completion of 4 years after receipt of 3rd stagnation increment.**"

7. We request you to look into the matter and take the issue with appropriate authority.

Thanking you,

Yours faithfully,



(Y.SUDARSHAN)
GENERAL SECRETARY