

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)

(Registered under Trade Unions Act 1926-Regd. No. 6908)

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Circular No. 60/2022

Date : 20.04.2022

To All Members (Please Circulate)

We reproduce hereunder the Circular No. 27 dated 20.04.2022 issued by the General Secretary, All India State Bank Officers' Federation, the contents of which are self-explicit.

With revolutionary greetings,

Shubhajyoti Chattopadhyay
(General Secretary)

FITMENT FORMULA ON PROMOTION FROM
CLERICAL CADRE TO JMGS-I ON OR AFTER 01.11.2017
REVISION OF ADJUSTING PAY AND PERSONAL ALLOWANCE
REMOVAL OF ANOMALIES FOR READJUSTMENT OF STAGNATION
INCREMENTS IN CLERICAL CADRE AND PROMOTION TO JMGS-I THEREAFTER

We have sent a communication to the Dy. Managing Director (HR) & Corporate Development Officer, State Bank of India, on the captioned subject.

A copy is enclosed for information.

Yours comradely,

(Soumya Datta)
General Secretary

No.7508/13/22

19.04.2022

The Deputy Managing Director (HR) &
Corporate Development Officer
State Bank of India
Madame Cama Road
Mumbai- 400 021

Dear Sir,

FITMENT FORMULA ON PROMOTION FROM
CLERICAL CADRE TO JMGS-I ON OR AFTER 01.11.2017
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Consequent to the 8th Joint Note / 11th Bipartite Settlement for wage revision, IBA has issued an advisory dated 24th March 2022 to all banks regarding the 'Fitment Formula' of pay of employees on account of implementation of the provisions thereof.

Shubhajyoti Chattopadhyay
General Secretary
Mobile : 9434551152

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02. We are of the considered opinion that the quantum of Adjusting Pay and Personal Allowance at our bank-level needs to be revised and possible anomalies, as illustrated hereunder, are to be addressed before implementing the fitment formula for promotion from clerical cadre to JMGS-I on or after the 1st November 2017.

ADJUSTING PAY:

With a view to arriving at Adjusting Pay apart from Basic Pay and PQP, if any, the quantum of 'Differential' is added and it is subject to revision incommensurate with the Special Pay of Chief Associate in our Bank.

Thus, in the case of an officer, who at the time of promotion, is already at the maximum clerical scale or who notionally would reach the maximum stage of clerical scale thereafter and be eligible for stagnation reliefs (viz. Fixed Personal Allowance, Professional Qualification / Graduation Allowance and Stagnation Increments), if at any time the difference between the Basic Pay as an officer and the aggregate of clerical

Basic Pay and PQP, that he/she would have been actually in receipt of or notionally entitled to, is **lower than Rs.7,550/- w.e.f. 01.11.2017 to 30.11.2020 and lower than Rs.11,000/- from 01.12.2020 onwards (equivalent to Special Pay of Chief Associate)** an Adjusting Pay equal to the shortfall shall be paid to him/her. The Adjusting Pay so arrived on or after 01.11.2017 will be reckoned for D.A. and Superannuation benefits.

9th STAGNATION INCREMENT IN CLERICAL CADRE AND FITMENT ON PROMOTION TO JMGS I

As per the existing fitment formula in our Bank clerical staff who gets a promotion to JMGS-I staying at the 8th stagnation increment is fitted at the maximum stage of the JMGS-I scale in terms of Annexure-A (Fitment Table w.e.f. 01.11.2012) of Bank's circular no. CDO/ P&HRD-IR/ 1 / 2017-18 dated 07.04.2017. With the introduction of the 9th stagnation increment in 11th BPS w.e.f. 01.11.2017, if one clerical staff gets a promotion to JMGS-I while drawing the 9th Stagnation Increment, during his/her fitment as JMGS-I a **Compensatory Allowance** apart from Adjusting Pay needs to be introduced accordingly as all stages in JMGS-I scale for fitment is exhausted.

PERSONAL ALLOWANCE

Since the introduction of Personal Allowance w.e.f. 01.11.2002 in our Bank, the quantum of this allowance is being revised equivalent to the last increment drawn in clerical scale as has been revised after every wage revision.

Hence, in the case of the officers who are already drawing Personal Allowance of Rs.1,310/- p.m. and those officers who will be eligible for Personal Allowance after 01.11.2017, the amount of such Personal Allowance shall be revised to **Rs.1,990/- p.m. w.e.f. 01.11.2017**. The said Personal Allowance will be payable till the officer reaches the Basic Pay of Rs.89,330/- i.e. up to the 5th stagnation increment of MMGS-II. Thereafter, the Personal Allowance of Rs.1,990/- will be tapered off at the rate of ½ of the allowance in two instalments against future increments.

READJUSTMENT OF STAGNATION INCREMENT IN CLERICAL CADRE AND EFFECT OF FITMENT ON PROMOTION TO JMGS I ON OR AFTER 01.11.2017

On account of the introduction of the readjustment exercise of Stagnation Increment(s) according to the provision of 11th Bipartite Settlement, some anomalies will arise in Basic Pay between the officers who have been promoted from clerical cadre to JMGS-I between 01.11.2017 and 30.11.2020 and from 01.11.2020 onwards. During the preparation of the fitment formula for the officers promoted from Clerical Cadre to JMGS-I before 01.11.2020 and from 01.11.2020 onwards the possible anomalies are required to be taken into consideration. With a view to assessing the possible anomalies, we cite one illustration as appended.

One clerical staff reached the maximum stage of the clerical scale on 01.11.2012
(without JAIIB / CAIIB) and got a promotion to JMGS-I on **30.04.2020**

Shubhajyoti Chattopadhyay
General Secretary
Mobile : 9434551152

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Stagnation increment at 3-year periodicity- his/her Basic Pay will be as under:

		10 th BPS <u>Clerical</u>	10 th BPS <u>JMGS-I</u>	11 th BPS <u>JMGS-I</u>
On 01.11.2012	Maximum stage (20 th stage)	31540		
On 01.11.2015	1 st stagnation increment	32850		
On 01.11.2018	2 nd stagnation increment	34160		
On 30.04.2020	Promoted to JMGS-I FITMENT (As he/she was on BP Rs.34160 for more than one year --ADOP)		39400	59860
On 01.04.2021 (ADOP)	Anniversary Increment in JMGS-I			61850
On 01.04.2022	Anniversary Increment in JMGS-I			63840

Fitment arrived at as per Annexure-A (Fitment Table w.e.f. 01.11.2012) of Bank's circular no. CDO/ P&HRD-IR/ 1 / 2017-18 dated 07.04.2017.

One clerical staff reached the maximum stage of the clerical scale on 01.11.2012 (without JAIIB / CAIIB) and got a promotion to JMGS-I on **23.04.2021**

After readjustment of Stagnation increment at a **2-year** periodicity his/ her B.P. will be as under:

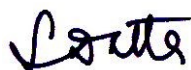
		10 th BPS <u>Clerical</u>	10 th BPS <u>JMGS-I</u>	11 th BPS <u>JMGS-I</u>
On 01.11.2012	Maximum stage (20 th stage)	31540		
On 01.11.2014	1 st stagnation increment	32850		
On 01.11.2016	2 nd stagnation increment	34160		
On 01.11.2018	3 rd stagnation increment	35470		
On 01.11.2020	4 th stagnation increment	36780		
On 23.04.2021	Promoted to JMGS-I --FITMENT (As he/she was on BP Rs.36780 for less than one year---ADCI)		42020	63840
On 01.11.2021	Anniversary Increment in JMGS-I (ADCI)			65830

The above example clearly indicates the difference in Basic Pay of two officers of the same seniority and qualification and it is to be noted that the officer who was promoted even one year after i.e. on 23.04.2021 will draw a higher Basic Pay on any given date than the officer who was promoted on 30.04.2020 i.e. one year before.

In view of the above observations, we urge your good office to make necessary revisions/changes to the above components and remove the possible anomalies on account of readjustment of stagnation increment(s) accordingly.

With regards,

Yours sincerely



(Soumya Datta)
General Secretary

Shubhajyoti Chattopadhyay
General Secretary
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