



# ALL INDIA BANK EMPLOYEES' ASSOCIATION

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**Circular Letter No.27/145/2015/41**

August 10, 2015

## **TO ALL OFFICE BEARERS, STATE FEDERATIONS AND ALL INDIA BANKWISE ORGANISATIONS**

Dear Comrades,

### **Reg: Formula for fitment on promotion from substaff to clerical cadre and from clerical to officer cadre**

Consequent to the signing of 10<sup>th</sup> Bipartite Settlement and implementation of revised pay scales in substaff and clerical cadre as well as in officer cadre with effect from 1<sup>st</sup> November, 2012, the need has arisen to revise the fitment formula for fixation in the pay scales for employees promoted to substaff to clerical cadre and from clerical cadre to officer cadre on or after 1-11-2012. In some of the Banks, there are in-house agreement between the respective managements and our Unions. In other Banks, the IBA formula is being followed.

IBA has now issued their Circular giving their guidelines on the revised fitment formula. Units may go through the same and take up the issue accordingly for revising the fitment formula in the various Banks.

The copies of IBA's Circular No. 1194 and 1195 dated 7-8-2015 are furnished herein for reference by our unions.

With greetings,

Yours Comradely,

**C.H. VENKATACHALAM  
GENEAL SECRETARY**

Encl: IBA Circulars



## Indian Banks' Association

### HR & INDUSTRIAL RELATIONS

No. CIR/HR&IR/515/2015-16/**1194**  
August 7, 2015

Designated Officers of Member Banks which are  
Parties to Bipartite Settlement

Dear Sir/Madam,

#### **Fitment formula on promotion from Subordinate to Clerical cadre**

We invite reference to our circular No. CIR/HR&IR/76/515/2011-12/2997 dated 25.4.2011 enclosing the formula for giving fitment to subordinate staff on promotion to clerical cadre. Consequent upon the revision of the pay scale of workmen staff under the Tenth Bipartite Settlement w.e.f. 1.11.2012, the fitment of pay on promotion from subordinate staff to clerical cadre needs revision accordingly.

The matter was placed before the Managing Committee of IBA at its meeting held on 31<sup>st</sup> July 2015. The Committee has approved the continuation of the 2011 model, as adapted to the current pay scales, for fitment of subordinate staff in the clerical pay scale on account of promotion on or after 1.11.2012.

The revised model fitment formula is enclosed in Annexure. Member banks who have not adopted their own fitment formula on the basis of agreements/settlements reached with their respective majority workmen unions or are not required to adhere to any curt directive in the matter, may consider adopting the new model fitment formula in respect of promotions effected on or after 1.11.2012.

Yours faithfully,

Sd/-  
K.S. Chauhan  
Sr. Vice President – HR&IR

Encl.

## Fitment Formula on promotion of subordinate staff to clerical cadre

Stage	Pay in Sub-staff Grade	Pay in Clerical Cadre
1	9560	11765
2	9885	11765
3	10210	12420
4	10535	12420
5	10860	13075
6	11270	13075
7	11680	13730
8	12090	13730
9	12500	14545
10	12910	14545
11	13400	15360
12	13890	16175
13	14380	16175
14	14870	17155
15	15440	17155
16	16010	18135
17	16580	19115
18	17235	19115
19	17890	20095
20	18545	21240
+1	19200	21240
+2	19855	22385
+3	20510	22385
+4	21165	23530
+5	21820	23530
+6	22475	24675
+7	23130	24675
+8	23785	25820

**Note:**

- (1) Those who are given fitment of salary on promotion to clerical cadre at the clubbing stages, the employee in the lower clubbed stage of clerical scale of Pay will get their next increment after promotion on the anniversary date of promotion. Those who are fitted at the higher clubbed stage, their increment after promotion shall be the anniversary date of their last increment in subordinate cadre.
  - (2) Promotees who are drawing Fixed Personal Pay in terms of Settlement dated 25.5.2015 may continue to draw the same quantum of Fixed Personal pay even after promotion which shall remain unaltered till revised.
  - (3) If despite the fitment as given above, the emoluments drawn as clerk on promotion are less than that drawn as a subordinate staff, the difference may be protected by way of Temporary Personal Allowance to be wiped off in three years at the rate of 1/3<sup>rd</sup> of Temporary Personal Allowance.
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# Indian Banks' Association

## **HR & Industrial Relations**

No. CIR/HR &IR/582/2015-16/**1195**

August 7, 2015

Designated Officers of Member Banks which are parties to Bipartite Settlement

Dear Sir/Madam,

### **Fitment formula on promotion from Clerical to Officer cadre**

We invite reference to our circular No. CIR/HR&IR/76//582/2011-12/2998 dated 25.04.2011 enclosing the formula for giving fitment to clerical staff on promotion to officer cadre. Consequent upon the revision of the pay scales of workmen staff under the Tenth Bipartite Settlement as also for officers under the Officers' Service Regulations w.e.f.1.11.2012, the existing fitment formula needs revision accordingly.

The matter was placed before the Managing Committee of IBA at its meeting held on 31<sup>st</sup> July, 2015. The Committee has approved the continuation of the 2011 model, as adapted to the current pay scales, for fitment of clerical staff on promotion to officer cadre in JMG Scale I on or after 01.11.2012.

The revised model fitment formula with related guidelines is enclosed in Annexure. Member banks who have not adopted their own fitment formula on the basis of written agreements/settlements reached with their respective officers' associations/workmen unions or are not required to adhere to any court directive in the matter, may consider adopting the new model fitment formula in respect of promotions effected on or after 01.11.2012.

Kindly acknowledge receipt.

Yours faithfully,

Sd.  
K.S.Chauhan  
Sr. Vice President – HR&IR

Encl.

**Fitment Chart on promotion from Clerical cadre to Officer cadre  
In JMG Scale I, on or after 01.11.2012**

<b>Stage</b>	<b>Pay in Clerical Cadre</b>	<b>Fitment at corresponding stage in Junior Management Grade Scale I</b>
1	11765	23700
2	12420	23700
3	13075	23700
4	13730	23700
5	14545	23700
6	15360	23700
7	16175	23700
8	17155	23700
9	18135	23700
10	19115	24680
11	20095	25660
12	21240	26640
13	22385	27620
14	23530	28600
15	24675	29580
16	25820	30560
17	26965	31705
18	28110	32850
19	30230	34160
20	31540	35470
+1	32850	36780
+2	34160	38090
+3	35470	39400
+4	36780	40710
+5	38090	42020
+6	39400	42020
+7	40710	42020
+8	42020	42020

**Note:**

1. The promote officer after fitment as above, will draw his next increment in the Officers' Scale on the anniversary date of his last increment in clerical cadre and thereafter he will draw his further increments every year on the same date. However, in view of the clubbing of stages in the fitment table, the employee in the lower clubbed stage of clerical scale of pay will get his next increment after promotion on the anniversary date of promotion.
2. Those who were drawing a basis pay between the 1<sup>st</sup> and 9<sup>th</sup> stage in the clerical scale given in the above table, will be fitted at the minimum of the Officers' Scale and will draw their next increment on the anniversary date of promotion.
3. (a) Those who have completed more than one year at basis pay of Rs.31540/- Rs.32850/-, Rs.34160/-, Rs.35470/- and Rs.36780/- and will draw their next increment on the anniversary date of their last increment in

the clerical cadre immediately following the date of promotion and will draw their subsequent annual increment on the same date.

Those who have completed less than one year at basic pay of Rs.31540/-, Rs.32850/-, Rs.34160/-, Rs.35470/- and Rs.36780/- will draw their next increment after fitment, on the anniversary date of promotion and thereafter draw their annual increments every year on the same date.

(b) Those who have completed more than one year at basic pay of Rs.38090/-, Rs.39400/- and Rs.40710/- will be given fitment in the Officers' Scale at Rs.42020/- and will earn their next increment on the anniversary date of promotion subject to their crossing their Efficiency Bar as per guidelines issued by the Government under Regulation 5 of Officers' Service Regulations.

(c) In all cases where promote officers reach the maximum stage in the substantive JMG Scale I (Rs.42020/-), further increment in the next higher scale will be subject to their crossing Efficiency Bar as per guidelines issued by the Government under Regulation 5 of Officers' Service Regulations.

4. Promotees who are drawing Fixed Personal Pay in terms of Settlement dated 25.05.2015 may continue to draw the same quantum of Fixed Personal Pay even after promotion which shall remain unaltered till revised (please refer to IBA circular No. CIR/HR&IR/90/665/E12/2010-11/1416 dated 30.09.10.)
5. If the promote officer has passed JAIIB or CAIIB at the time of his promotion, notional basic pay will be arrived at after reducing the increments earned for passing JAIIB/CAIIB, from the clerical basic pay. He shall then be fitted in the Officers' Scale in accordance with the above table and appropriate one or two increments in the Officers' Scale shall be added with basic pay so fixed. The date of increment will be determined as per (1) above, if after reduction of increments in the clerical scale, the basic pay falls in the lower clubbed stage. This adjustment, however, will not be made where the number of increments to be reduced is higher than the number of increments to be granted.
6. If despite the fitment as given above, the emoluments (basic pay and dearness allowance) drawn as an officer on promotion are less than the emoluments (basic pay and stagnation increment, if any, functional special pay on permanent basis and dearness allowance) drawn as a clerk, the difference may be protected by way of Temporary Personal Allowance to be wiped off, in three years, at the rate of 1/3 Temporary Personal Allowance. This allowance will not rank for dearness allowance and superannuation benefits.
7. If an employee has passed CAIIB after reaching the 20<sup>th</sup> stage of the clerical cadre and promoted to Officers' scale subsequently, he/she shall be granted one increment for passing CAIIB Part-I/JAIIB and another increment for passing CAIIB Part-II after fitment in Officers' scale as per his/her clerical stage of pay before promotion.

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