



Employee Relations Division, Human Resource Department,
Central Office

239, Vidhan Bhavan Marg, Nariman Point, Mumbai - 400 021

STAFF CIRCULAR NO.7703

Date: 27th MAY, 2022

To All Branches / Offices

Fitment Formula on Promotion from Clerical to Officer Cadre

1. Attention is invited to Staff Circular no. 7326 dated 24.12.2020 regarding payment of revised wages in terms of the 11th Bipartite Settlement dated 11.11.2020.
2. Pursuant to revision of pay scale and allowances for workmen staff under the 11th Bipartite Settlement dated 11.11.2020 between Indian Banks' Association and the United Forum of Bank Unions w.e.f. 01.11.2017, the IBA has reviewed and approved the new fitment formula, for fitment of clerical staff on promotion to officer cadre in JMGS-I on or after 01.11.2017. The revised fitment formula, together with the procedure to be adopted for the fitment of pay as given by the IBA is enclosed as annexure to this Circular.
3. The Board, in its meeting held on 26.05.2022, has approved adoption of revised fitment formula given by the IBA for promotion of Clerk to Officer Cadre.
4. The enclosed fitment chart will be useful to all Field Functionaries as a ready reckoner and will bring uniformity in interpretation of fitment procedure across the Bank.
5. The eligible cases as per the new fitment formula shall be reviewed individually at Central Office by HR Suvidha. Thereafter, the data will be shared with respective ROs/ FGMOs for verification and further necessary directions in this regard shall be issued in due course.


Chief General Manager (HR)

Encl: as above





Indian Banks' Association

HR & INDUSTRIAL RELATIONS

HR&IR/MBR/515/2021-22/11025

March 24, 2022

Designated Officers of Member Banks which are parties to Bipartite Settlement

Dear Sir/Madam,

Formula for fitment of pay of employees on account of implementation of the provisions of 11th BPS and 8th Joint Note and also on promotion.

Consequent upon revision of pay scales and allowances for workmen staff in the 11th Bipartite Settlement and for Officer staff as per the Joint Note dated 11.11.2020, need was felt to issue clarification in order to have uniform approach in all the participating Banks on fitment on account of implementation of the provisions of the 11th BPS and 8th Joint Note and also on account of employees moving from subordinate cadre to clerical cadre and from clerical cadre to officer cadre and also for movement within the officers scales.

2. Therefore, Fitments charts were prepared on similar lines as was made in earlier Settlements after discussion with PSBs. The Charts were then placed in the meeting of the Managing Committee of IBA held on 17.03.2022. The Committee has approved the fitment charts applicable on account of promotion on or after 1.11.2017.

3. The revised model fitment formula is enclosed in Annexure I, II & III. 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 court directive in the matter, may consider adopting the new model fitment formula in respect of promotions effected on or after 1.11.2017.

Yours faithfully,


Brajeshwar Sharma
Senior Advisor-HR&IR

Encl.



Indian Banks' Association
HR & INDUSTRIAL RELATIONS

HR&IR/MBR/515/2021-22/11036

March 29, 2022

Designated Officers of Member Banks which are parties to Bipartite Settlement

Dear Sir/Madam,

Corrigendum # Formula for fitment of pay of employees on account of implementation of the provisions of 11th BPS and 8th Joint Note and also on promotion.

Please refer to our letter HR&IR/MBR/515/2021-22/11025 dated 24.03.2022.

2. In this connection, please note Point no. 6 in Annexure- II may be replaced and read as under :-

“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/s, if any, functional special pay on permanent basis and dearness allowance) drawn as a clerk, the difference may be protected by way of Temporary Adjustment Pay till the same is covered due to release of future increment/s, to compensate the difference amount over next 3 years. This pay will rank for dearness allowance and superannuation benefits.”

3. The above changes were placed in the IBA Standing Committee on HR and Managing Committee meetings and accordingly approved. Banks may please make a note of it.

4. Inconvenience caused is regretted.

Yours faithfully,


Brajeshwar Sharma
Senior Advisor-HR&IR

ANNEXURE II

Fitment Chart on account of Implementation of provisions of 11th BPS and also on Promotion of Clerks in JMGS I

Stage	Pay in Clerical Cadre	Fitment at corresponding stage in Junior Management Grade Scale I
1	17900	36000
2	18900	36000
3	19900	36000
4	20900	36000
5	22130	36000
6	23360	36000
7	24590	36000
8	26080	36000
9	27570	36000
10	29060	37490
11	30550	38980
12	32280	40470
13	34010	41960
14	35740	43450
15	37470	44940
16	39200	46430
17	40930	48170
18	42660	49910
19	45930	51900
20	47920	53890
+1	49910	55880
+2	51900	57870
+3	53890	59860
+4	55880	61850
+5	57870	63840
+6	59860	63840
+7	61850	63840
+8	63840	63840
+9	65830	63840*

* In stage +9, Rs. 65830 has been fitted at Rs. 63840, as Rs. 63840 is maximum stage in substantive JMGS - I



In case of decrease in pay, it is suggested that the pay can be protected by way of Temporary pay which may rank for DA and Superannuation benefits.

Note :

1. The promotee 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.
2. Those who were drawing a basic pay between the 1st and 9th 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 basic pay of ₹47920, ₹49910, ₹51900, ₹53890 and ₹55880 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 ₹47920, ₹49910, ₹51900, ₹53890 and ₹55880 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 ₹57870, ₹59860 and ₹61850 will be given fitment in the Officers' Scale at ₹63840 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 promotee officers reach the maximum stage in the substantive JMG Scale I (₹63840), 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 may continue to draw the same quantum of Fixed Personal Pay even after promotion which shall remain unaltered till revised. On completion of stipulated one year at the maximum of the promoted cadre/scale, he shall be sanctioned FPP as applicable to the higher cadre/scale in which he is placed. (Please refer to IBA circular number CIR/HR&IR/90/665/E12/2010-11/1416 dated 30.09.2010)
5. If the promotee 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 & 2) 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 future increment/s, if any, functional special pay on permanent basis and dearness allowance) drawn as a clerk, the difference may be protected by way of Temporary Adjustment Pay till the same is covered due to release of stagnation increment/s, to compensate the difference amount. This pay will rank for dearness allowance and superannuation benefits.
7. If an employee has passed CAIIB after reaching the 20th 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.

