



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.

Fitment chart on account of Implementation of provisions of 11th BPS and also on promotion of Subordinate staff to Clerical Cadre

ANNEXURE I

Fitment Formula on promotion of subordinate staff to clerical cadre

Stage	Pay in Sub-staff Grade	Pay in Clerical Cadre
1	14500	17900
2	15000	17900
3	15500	18900
4	16000	18900
5	16500	19900
6	17115	19900
7	17730	20900
8	18345	20900
9	18960	22130
10	19575	22130
11	20315	23360
12	21055	24590
13	21795	24590
14	22535	26080
15	23405	26080
16	24275	27570
17	25145	29060
18	26145	29060
19	27145	30550
20	28145	32280
+1	29145	32280
+2	30145	34010
+3	31145	34010
+4	32145	35740
+5	33145	35740
+6	34145	37470
+7	35145	37470
+8	36145	39200
+9	37145	40930



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 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)
- (3) If despite the fitment as given above, the emoluments (basic pay and dearness allowance) drawn as clerk on promotion are less than that drawn as a subordinate staff (basic pay and stagnation increment, if any, functional special pay on permanent basis and dearness allowance), the difference may be protected by way of Temporary Personal Allowance to be wiped off in three years at the rate of 1/3rd of Temporary Personal Allowance. The pay will rank for dearness allowance and superannuation benefits.



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.



**Fitment Chart in respect of officers on account of implementation of the provisions of 8th
Joint Note and also on Promotion within the cadre**

A. Fitment Chart on Promotion from Scale-I to Scale-II		
Stage	Scale-I	Scale-II
1	36000	
2	37490	
3	38980	
4	40470	
5	41960	
6	43450	
7	44940	
8	46430	48170
9	48170	49910
10	49910	51900
11	51900	53890
12	53890	55880
13	55880	57870
14	57870	59860
15	59860	61850
16	61850	63840
17	63840	65830
+	65830	67820
+	67820	69810
+	69810	71800
++	71800	73790
++	73790	76010
++	76010	78230
++	78230	80450
++	80450	80450

+ Sliding

++ Stagnation increments



B. Fitment Chart on Promotion from Scale-II to Scale-III		
Stage	Scale-II	Scale-III
1	48170	
2	49910	
3	51900	
4	53890	
5	55880	
6	57870	
7	59860	
8	61850	63840
9	63840	65830
10	65830	67820
11	67820	69810
12	69810	71800
+	71800	73790
+	73790	76010
+	76010	78230
+	78230	78230
++	80450	80450
++	82670	82670
++	84890	84890
++	87110	87110
++	89330	89610

Note: Those who are getting promoted to Scale III after reaching the Basic Pay of ₹87110/- their next stagnation increment will be released on the date it was due in the earlier Grade.

+ Sliding

++ Stagnation increments

C. Fitment Chart on Promotion from Scale-III to Scale-IV		
Stage	Scale-III	Scale-IV
1	63840	
2	65830	
3	67820	
4	69810	76010
5	71800	78230
6	73790	80450
7	76010	82670
8	78230	84890
++	80450	87390
++	82670	89890
++	84890	89890
++	87110	89890
++	89610	89890
++	92110	92390

++ Stagnation increments



D. Fitment Chart on Promotion from Scale-IV to Scale-V

Stage	Scale-IV	Scale-V
1	76010	89890
2	78230	89890
3	80450	89890
4	82670	89890
5	84890	92390
6	87390	94890
7	89890	97620
++	92390	100350
++	95120	100350

++ Stagnation increments

E. Fitment Chart on Promotion from Scale-V to Scale-VI

Stage	Scale-V	Scale-VI
1	89890	104240
2	92390	104240
3	94890	104240
4	97620	107210
5	100350	110180
++	103320	110180

F. Fitment Chart on Promotion from Scale-VI to Scale-VII

Stage	Scale-VI	Scale-VII
1	104240	116120
2	107210	116120
3	110180	116120
4	113150	119340
5	116120	122560



Procedure for Fitment of pay of officers on promotion from one scale to another

1. At the time of fitment of an officer on promotion to the higher scale of pay, the number of increments he would have/had earned i.e., one increment each for passing JAIIB/CAIIB Examination, as the case may be, shall be first reduced from the existing pay of the concerned officer prior to his fitment in the higher scale of pay on promotion. If, however, the officer is at the maximum of the scale, the following procedure should be adopted:
 - (i) If the stagnation at the maximum of the scale is less than one year, the officer would not be drawing any Professional Qualification Pay. Then the number of increments i.e., one increment for JAIIB/CAIIB, as the case may be, included in his Basic Pay shall be reduced in the existing scale.
 - (ii) If the stagnation at the maximum of the scale is for a year or more but for less than 2 years, the officer would be drawing a Professional Qualification Pay of ₹1020/- p.m. In such cases, if he had passed both JAIIB/CAIIB before the date of promotion, then one increment shall be reduced in the existing scale. If, however, such Professional Qualification Pay of ₹1020/- p.m. is for JAIIB only, then no increment need be reduced from the existing scale.
2. If the stagnation at the maximum of the scale is for 2 year or more, the officer who has passed both JAIIB/CAIIB before the date of promotion, would be drawing a Professional Qualification Pay of ₹2550/- p.m. In this case, there would be no scope for reducing the increments for JAIIB/CAIIB as even without CAIIB increments the officer would be at the maximum of the scale.

Note: The purpose of the above exercise is to determine as to what stage of scale of pay the officer would have been, had he not been granted increments for passing JAIIB/CAIIB.
3. After effecting the above adjustments, the fitment of basic pay in the promoted scale will be made as per the fitment chart enclosed. The fixation so arrived at will be the basic pay in the promoted scale as on the date of promotion.
4. After such fitment in the higher scale of pay one or two increments shall be added to the Basic Pay so fixed in respect of JAIIB or of CAIIB, as the case may be. If, however, no increments are available in the scale, or only one increment is available in the scale, after allowing the available increment/s, the officer shall be allowed Professional Qualification Pay in lieu of such remaining increment(s), if any.
5. Normally, where an officer is promoted from one scale to another, the date of his increment shall be the anniversary date in the previous scale of pay. Where however, an officer has reached the maximum in the previous (pre-promoted) scale of pay or on promotion gets an increase in the Basic Pay equivalent to two or more increments in the previous (pre-promoted) scale of pay, the date of increment shall be the anniversary date of promotion. However, if the Basic Pay after reduction of JAIIB/CAIIB increments is not at the maximum, then the date of increment shall be the anniversary date of last increment.



Provided further that if an officer who is in Scale I, II or III is promoted to higher scale after reaching the maximum in the previous (pre-promoted) Scale of pay but before drawing stagnation increment, the date of his increment in the higher scale shall be the anniversary date of promotion or due date of stagnation increment in the previous (pre-promoted) scale whichever is earlier.

6. In the case of officer in Scale I and II promoted after moving into higher Scale II and III because of stagnation movement, the notional increment to be added shall be the increment drawn by him on the date of promotion and the next and subsequent increment shall be on the anniversary date on which the member has drawn his increment in the previous scale.
7. Promotees who are drawing Fixed Personal Pay in terms of Settlement dated 11.11.2020 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 30.9.10.)

