

CIRCULAR NO. 27 /2022

DATE : 20.04.2022

TO,  
ALL MEMBERS

**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 reproduce hereunder the text of the **AISBOF Circular No. 27** dated 20.04.2022, the contents of which are self-explicit.

*With warm greetings,*

(Amaresh Vikramaditya)  
GENERAL SECRETARY

OUR UNITY : ZINDABAD-ZINDABAD  
S.B.I.O.A. : ZINDABAD-ZINDABAD

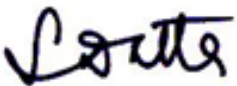
TEXT

**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  
REVISION OF ADJUSTING PAY AND PERSONAL ALLOWANCE  
REMOVAL OF ANOMALIES FOR READJUSTMENT OF STAGNATION  
INCREMENTS IN CLERICAL CADRE AND PROMOTION TO JMGS-I THEREAFTER**

Consequent to the 8<sup>th</sup> Joint Note / 11<sup>th</sup> Bipartite Settlement for wage revision, IBA has issued an advisory dated 24<sup>th</sup> March 2022 to all banks regarding the "Fitment Formula" of pay of employees on account of implementation of the provisions thereof.

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 1<sup>st</sup> 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.

**9<sup>th</sup> 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 8<sup>th</sup> 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 9<sup>th</sup> stagnation increment in 11<sup>th</sup> BPS w.e.f. 01.11.2017, if one clerical staff gets a promotion to JMGS-I while drawing the 9<sup>th</sup> 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 5<sup>th</sup> 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 11<sup>th</sup> 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 JAIB / CAIB) and got a promotion to JMGS-I on **30.04.2020**

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

		<b>10<sup>th</sup> BPS Clerical</b>	<b>10<sup>th</sup> BPS JMGS-I</b>	<b>11<sup>th</sup> BPS JMGS-I</b>
On 01.11.2012	Maximum stage (20 <sup>th</sup> stage)	31540		
On 01.11.2015	1 <sup>st</sup> stagnation increment	32850		
On 01.11.2018	2 <sup>nd</sup> stagnation increment	34160		
<b>On 30.04.2020</b>	Promoted to <b>JMGS-I</b> FITMENT (As he/she was on BP Rs.34160 for <b>more</b> 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			<b>63840</b>

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 JAIB / CAIB) 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:

		<b>10<sup>th</sup> BPS Clerical</b>	<b>10<sup>th</sup> BPS JMGS-I</b>	<b>11<sup>th</sup> BPS JMGS-I</b>
On 01.11.2012	Maximum stage (20 <sup>th</sup> stage)	31540		
On 01.11.2014	1 <sup>st</sup> stagnation increment	32850		

On 01.11.2016	2 <sup>nd</sup> stagnation increment	34160		
On 01.11.2018	3 <sup>rd</sup> stagnation increment	35470		
On 01.11.2020	4 <sup>th</sup> stagnation increment	36780		
<b>On 23.04.2021</b>	Promoted to <b>JMGS-I</b> –FITMENT (As he/she was on BP Rs.36780 for <b>less</b> than one year---ADCI)		42020	63840
On 01.11.2021	Anniversary Increment in <b>JMGS-I</b> (ADCI)			<b>65830</b>

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**