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स्टेट बैंक ऑफ इण्डिया ऑफिसर्स एसोसियेशन
State Bank of India Officers' Association (Patna Circle)

All Letters to be
Addressed to the
General Secretary

Regd. No. 1872 of 1975
(REGISTERED UNDER TRADE UNION ACT - 1926)

State Bank Building
West Gandhi Maidan
Patna - 800 001

CIRCULAR NO. **27**/2010

DATE : 04.10.2010

TO,
ALL MEMBERS

We reproduce hereunder the text of **AISBOF Circular No. 97 dated 29.09.2010** on the captioned subject, the contents of which are self-explicit.

With warm greetings,

(ANIRUDH AKHAURI)
GENERAL SECRETARY

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

**FITMENT OF PAY
PROMOTION FROM CLERICAL SCALE TO JMG SCALE-I**

We reproduce hereunder the text of AIBOC Circular No.131 dt.21.09.2010 on the captioned subject, the contents of which are self-explicit.

With greetings.

(G.D.NADAF)
GENERAL SECRETARY

TEXT

The fitment formula has to be revised after salary revision to protect the emolument of officer on promotion from clerical to officer cadre and also promotion within the cadre. We have today sent a letter to the IBA, to evolve a suitable formula to ensure reasonable increase in pay package on promotion. A copy of the communication is enclosed.

2. We shall advise the outcome later.

With greetings,

Sd/-
(G.D. NADAF)
GENERAL SECRETARY

No./1452/322/10

21.09.2010

To,
The Chairman,
The Indian Banks' Association,
World Trade Centre Complex,
Centre 1, 6th Floor, Cuffe Parade,
MUMBAI – 400 005.

Dear Sir,

**FITMENT OF PAY
PROMOTION FROM CLERICAL SCALE TO JMG SCALE-I**

The 9th Bipartite wage settlement was concluded on the 27th April 2010 and the arrears have been paid to all the employees and officers in all the Banks. As hitherto, immediately after the wage revision exercise, the Fitment Formula for the Promotee Officers had to be reviewed and revised with effect from 1st November 2007.

2. It is quite but natural that every one expects an impressive increase in their pay packet on promotion from one grade to another. However at present, contrary to the natural phenomenon, the emoluments get reduced when a clerical employee is promoted to officer grade in JMG Scale-I. This is mainly because; the clerical employees get one or the other special allowance which will be higher than the normal differential that is maintained for a promotee officers in terms of the extant Fitment formula. Further the entire exercise of fitment for employee (clerical) promoted to Officer grade has been at best is to protect their clerical emoluments to the extent possible on promotion. It is our considered view that we have to now be more progressive to ensure, by way of the proposed fitment formula that not only the clerical emoluments should be protected on promotion but at least the promotee officer should get one additional increment or Special Pay equal to the last drawn increment which should qualify for all the benefits which a pay qualifies.

3. In view of the above, we shall be glad if you will issue guidelines to all Member Banks advising them to devise a Fitment Formula ensuring that the minimum differential on promotion for clerical employees to Officers Scale, should be equal to or higher than the highest special allowance a clerical employee is eligible in their respective Banks, besides one additional increment or Special Pay as stated above.

4. We request you to treat the matter as most urgent as the clerical employees promoted to officers grade on or after 1st November 2007 are drawing less salary than what they were drawing / would have drawn had they not been promoted.

Thanking you,

Yours faithfully,
Sd/-
(G.D.NADAF)
GENERAL SECRETARY