



## Indian Banks' Association

### HR & INDUSTRIAL RELATIONS

No.CIR/HR&IR/582A/2015-16/1196

August 7, 2015

All Public Sector Banks  
(Designated Officers)

Dear Sir/Madam,

#### **Officers' Service Regulations - Fitment on promotion from one Scale to a higher Scale**

We invite reference to our circular Nos.CIR/HR&IR/76/582A/2011-12/2999 dated 25.4.2011 and even no.3235 dated 1.6.2011, enclosing the formula for giving fitment to officers on promotion from one scale to a higher scale. Consequent upon the revision of the pay scales of officers as per the Joint Note dated 25.5.2015 w.e.f. 1.11.2012, the fitment of pay of officers promoted from one scale to higher scale needs revision accordingly.

The matter was placed before the Managing Committee of IBA at its meeting held on 31st July 2015. The Committee has approved the continuation of the 2011 model, as adapted to the current pay scales, in respect of promotion of officers from one scale to the next higher scale for promotions effected on or after 1<sup>st</sup> November 2012.

The new fitment formula with related guidelines is enclosed in Annexure. Member banks, subject to existing bank level agreements on fitment of officers on promotion or Court directives/injunctions, may consider adopting the new model fitment formula in respect of promotions effected on or after 1.11.2012.

Kindly acknowledge receipt.

Yours faithfully,

**K S Chauhan**  
**Sr. Vice President-HR&IR**

Encl.

c.c. to : Private Sector Banks  
- for information and guidance.

## ANNEXURE

**Fitment Chart on Promotion for Officers Promoted  
from One Scale to another on or after 1.11.2012**

<b>A. Fitment Chart on Promotion from Scale-I to Scale-II</b>		
<b>Stage</b>	<b>Scale-I</b>	<b>Scale-II</b>
1	23700	
2	24680	
3	25660	
4	26640	
5	27620	
6	28600	
7	29580	
8	30560	31705
9	31705	32850
10	32850	34160
11	34160	35470
12	35470	36780
13	36780	38090
14	38090	39400
15	39400	40710
16	40710	42020
17	42020	43330
+	43330	44640
+	44640	45950
+	45950	47260
++	47260	48570
++	48570	50030
++	50030	51490
++	51490	51490

+ Sliding

++ Stagnation increments



<b>B. Fitment Chart on Promotion from Scale-II to Scale-III</b>		
<b>Stage</b>	<b>Scale-II</b>	<b>Scale-III</b>
1	31705	
2	32850	
3	34160	
4	35470	
5	36780	
6	38090	
7	39400	
8	40710	42020
9	42020	43330
10	43330	44640
11	44640	45950
12	45950	47260
+	47260	48570
+	48570	50030
+	50030	51490
+	51490	51490
++	52950	52950
++	54410	54410
++	55870	55870
++	57330	57330

**Note:** Those who are getting promoted to Scale III after reaching the Basic Pay of ₹55870/- and ₹57330/-, their next stagnation increment will be released on the date it was due in the earlier Grade.

+ Sliding

++ Stagnation increments

<b>C. Fitment Chart on Promotion from Scale-III to Scale-IV</b>		
<b>Stage</b>	<b>Scale-III</b>	<b>Scale-IV</b>
1	42020	
2	43330	
3	44640	
4	45950	50030
5	47260	51490
6	48570	52950
7	50030	54410
8	51490	55870
++	52950	57520
++	54410	59170
++	55870	59170
++	57330	59170
++	58790	59170

++ Stagnation increments



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

Stage	Scale-IV	Scale-V
1	50030	59170
2	51490	59170
3	52950	59170
4	54410	59170
5	55870	60820
6	57520	62470
7	59170	64270
++	60820	66070

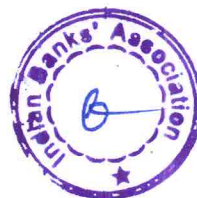
++ Stagnation increments

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

Stage	Scale-V	Scale-VI
1	59170	68680
2	60820	68680
3	62470	68680
4	64270	70640
5	66070	72600

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

Stage	Scale-VI	Scale-VII
1	68680	76520
2	70640	76520
3	72600	76520
4	74560	78640
5	76520	80760



## 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 increment 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 ₹670/- 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 ₹670/- 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 ₹1680/- 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 25.5.2015 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 30.9.10.)

