

Fitment of salary of Clerks and Special Assistants on promotion as Officer in JMGS-I

In supersession to provisions of settlement dated 10.07.2012, it is agreed on 16.10.2015 that workmen in clerical cadre promoted on or after 01.11.2012 as officer in JMG Scale-I shall be fitted in the pay scale as applicable to officers in JMG Scale-I as per the following Table:-

Stage	Pay in Clerical Cadre	Fitment at corresponding stage in JMGS-I
1	11765	23700
2	12420	23700
3	13075	23700
4	13730	23700
5	14545	23700
6	15360	23700
7	16175	23700
8	17155	23700
9	18135	23700
10	19115	24680
11	20095	25660
12	21240	26640
13	22385	27620
14	23530	28600
15	24675	29580
16	25820	30560
17	26965	31705
18	28110	32850
19	30230	34160
20	31540	35470
+1	32850	36780
+2	34160	38090
+3	35470	39400
+4	36780	40710
+5	38090	42020
+6	39400	42020
+7	40710	42020
+8	42020	42020

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. However, in view of the clubbing of stages in the fitment table, the employee in the lower clubbed stage of clerical scale of pay will get his next increment after promotion on the anniversary date of promotion.

(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 Rs.31540/-, Rs.32850/-, Rs.34160/-, Rs.35470/- and Rs.36780/- 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 Rs.31540/-, Rs.32850/-, Rs.34160/-, Rs.35470/- and Rs.36780/- 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 Rs.38090/-, Rs.39400/- and Rs.40710/- will be given fitment in the Officers' Scale at Rs.42020/- 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 (Rs.42020/-), further increment in the next higher scale will be subject to their crossing their 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 dated 25.05.2015 may continue to draw the same quantum of Fixed Personal Pay even after promotion which shall remain unaltered till revised.

(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) 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 stagnation increment if any, functional special pay on permanent basis and dearness allowance) drawn as a clerk, the difference may be protected by way of Temporary Personal Allowance to be wiped off, in three years, at the rate of 1/3 Temporary Personal Allowance. This allowance will not rank of 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.

(8) It is clarified that clerical employee who have been promoted to officer cadre on or after 01.11.2012 would be entitled to the arrears, if any, of basic pay and the allowances, in view of the fitment given to them under this settlement, in accordance with the provisions of PNB (Officers) Service Regulations 1979 in this regard.

(9) That the arrears, if any, under this settlement shall be paid to the promote officer by 30.11.2015. Further, in case any person in clerical cadre promoted on or after 01.11.2012 has at any time received emoluments in excess of the one provided under this settlement, the excess amount paid if any, shall be recovered in 24 equal monthly installments from the promotee officers commencing from November, 2015.

(PAD Circular No. 284 dated 16.10.2015)

PUNJAB NATIONAL BANK
DEPTT/OFFICE: _____
CIRCLE OFFICE: _____

Sr. No.	PROFORMA FOR FITMENT OF SALARY OF CLERKS AND SPECIAL ASSISTANTS ON PROMOTION AS OFFICERS IN JMG SCALE –I	
1	Name of the Officer	
2	PF No.	
3	Place of Posting	
4	Date of joining in Clerical Cadre	
5	Date of reaching maximum in the scale	
6	Date of passing JAIIB, if any	
7	Date of passing CAIIB, if any	
8	Date of Promotion in JMG Scale-I	
9	Basic Pay before Promotion (with JAIIB/CAIIB)	
	Since when on this Basic Pay	
10	Basic Pay before Promotion (without JAIIB/CAIIB)	
	Since when on this Basic Pay	
11	Corresponding Fitment in Officer Cadre in JMGS-I	
12	Add: One increment for JAIIB	
13	Add: One increment for CAIIB	
14	Fitment in Officer Cadre in JMGS-I with JAIIB/ CAIIB	
15	Date of next increment after Promotion	

OFFICER / MANAGER

CHIEF MANAGER / ASSTT. GEN. MANAGER