

Pay Fixation of Ex-Servicemen Re-Employed in the Bank on or after 01.01.2006

IBA vide their letter No. HR&IR/CIR/2013-14/589/8764 dated 30.01.2014 has advised the Banks about the guidelines approved by the Government of India for Pay Fixation of Ex-servicemen/Ex-ECOs/SSCOs re-employed in Public Sector Banks on or after 01.01.2006.

In the said guidelines, they have given fitment formula for the following cadres:

- i) Ex-servicemen joining in workmen cadre.
 - ii) Ex-Emergency Commissioned Officer/Short Service Commissioned Officer joining in Officer Cadre.
 - iii) Ex-Service Officer joining in workmen cadre.
2. The detailed guidelines for pay fixation of Ex-servicemen/Ex-ECOs/SSCOs re-employed in Public Sector Banks on or after 01.01.2006 are as under:

Fixation of pay of ex-servicemen in Public Sector Banks is governed by the guidelines/instructions issued by the Government of India from time to time. Accordingly, based on the Government Guidelines/instructions in force, issued vide DoPT O.M.No.3/19/2009-Estt (Pay II) dated the 5th April, 2010 and clarification given vide DoPT O.M.No.3/19/2009-Estt (Pay II) dated the 8th November, 2010, fitment of pay of ex-Servicemen/ex-ECOs/SSCOs, who have been appointed in the Bank on or after 1.1.2006 is to be done as under:

2.1 Ex-Servicemen joining in workmen cadre

Pay fixation of an ex-serviceman would be through protection of pay plus D.A. drawn by him at the time of released from Armed Forces. As per the instructions issued by the Ministry of Defence vide their letter No. 1/69/2008/D(Pay/Service) dated the 24th July, 2009 and advised by DOPT vide OM No. 3/19/2009-Estt.(Pay II) dated the 8th November, 2010, pre-retirement pay has been defined as under:

- i) In respect of re-employment taking place on or after 1.1.2006, pre-retirement pay for those who retired after 1.1.2006, means the pay in the **pay band** plus **grade pay** but inclusive of **non-practicing Allowance (NPA)** if any, last drawn before retirement.
- ii) In case of Officers who retired before 1.1.2006 and also those who retired after 1.1.2006 in the pre-revised pay scales without opting for the revised pay scales promulgated on or after 1.1.2006 the pay will be **basic pay including stagnation increment** and **Rank Pay** plus **Dearness Pay** and **Dearness Allowance** drawn at the time of retirement. As such, the figures of Pay plus D.A. admissible in the Bank will be fixed with reference to this protection i.e. Pay as mentioned above plus DA and relevant stage of the basic pay in the re-employed scale will be determined after deducting DA admissible in the Bank from the figure protected. For the purpose of fixation of pay on re-employment, the Pay would mean the Basic Pay plus the Special Allowance/Special Pay as the case may be attached to the re-employed post (where applicable).