

Fitment of salary of clerks & special assistants on promotion as officer in Junior Management Grade Scale-I

TERMS OF SETTLEMENT:

- 1.1 That in super session of conciliation settlement dated 23.12.2002, it is agreed that employees in clerical cadre including special assistants upon their promotion to officer cadre on and from 1.11.2002 shall be fitted in the pay scale as applicable to officers in JMG Scale I as per the following Table:

BASIC PAY IN CLERICAL CADRE	FITMENT AT CORRESPONDING STAGE IN JMG SCALE I
6530	10000
7000	10000
7470	10470
7940	10470
8440	10940
8940	11410
9440	11880
10000	12350
10560	12820
11120	13320
11680	13820
12650	14880
13210	15440
13770*	16000
14330*	16560
14890*	17120
15450*	17680
16010*	18240
16570*	18240

*stagnation increments

- 1.2 The promotee officer after fitment as above will draw next increment in the officer 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 clubbing of stages in the fitment table, the employee in the lower clubbed stage of clerical scale of pay will get their next increment after promotion on the anniversary date of promotion.

- 1.3 Those who were drawing a basic pay in the clerical cadre lower than the stage 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.
- 1.4 Those who have completed more than one year at the basic of Rs.13210, Rs.13770, Rs.14430, Rs.14890 and Rs.15450 will be given their next increment immediately on fitment at the corresponding stage in the officer's scale and will draw their annual increment on the anniversary date of promotion.
- 1.5 Those who have completed more than one year at Basic of Rs.16010 and those who are at the basic pay of Rs.16570 will be given fitment in the officer's scale at Rs.18240 and will earn their next increment on the anniversary date of promotion subject to their crossing their Efficiency Bar as per guidelines issued by Government under Regulation 5 of Officers' Service Regulations. In all cases, where promotee officer reach the maximum stage in substantive JMG Scale I (Rs.18240), further increment in the next higher scale will be subject to their crossing Efficiency Bar as per guidelines issued by the Government under Regulation 5 of Officers' Service Regulations.
- 1.6 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 increment earned for passing JAIIB or CAIIB from the clerical basic pay. He shall then be fitted in the officer's scale in accordance with the above table and appropriately one or two increments in the officer scale shall be added with basic pay so fixed. The date of increment will be determined as per clause 1.1 to 1.5 above on the basis of reduced basic pay in clerical cadre. 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.

- 1.7 If an employee has passed CAIIB after reaching 20th stage of the clerical cadre and promoted to officer scale subsequently, he shall be granted one increment for passing CAIIB Part I and another increment for Passing CAIIB Part II after fitment in officers' scale as per his clerical stage of pay before promotion. Any arrears if payable on this account, would be made payable from 1.11.2002 or date of promotion whichever is later.
- 1.8 Promotees who are drawing Fixed Personal Pay in terms of the settlement dated 2.6.2005 may continue to draw the same quantum of Fixed Personal Pay even after promotion which shall remain frozen till revised.
- 1.9 If despite the fitment, given above the emoluments (basic pay and dearness allowance) drawn by an officers on promotion are less than the emolument (basic pay and stagnation increments, if any, functional special pay on permanent basis and DA) drawn as a clerk, the difference may be protected by way of temporary personal allowance to be wiped off within three years, at the rate of 1/3rd temporary personal allowance. This allowance will not rank for DA and superannuation benefits.
- 1.10 It is clarified that clerical employee who have been promoted to officer cadre on or after 1.11.2002 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.
- 1.11 That the arrears, if any, under this settlement shall be paid to the promotee officer by 31.7.2007. Further, in case any person in clerical cadre promoted on or after 1.11.2002 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 July, 2007.