

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

In supersession to provisions of settlement dated 06.06.2007; it is agreed on 10.07.2012 that workmen in clerical cadre promoted on or after 01.11.2007 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:-

<b><u>STAGE</u></b>	<b><u>PAY IN CLERICAL CADRE</u></b>		<b><u>PAY IN OFFICER CADRE</u></b>
	<b>From 1.11.07 to 30.04.10</b>	<b>From 1.5.2010 onwards</b>	
1	6200	7200	14500
2	6600	7600	14500
3	7000	8000	14500
4	7400	8400	14500
5	7900	8900	14500
6	8400	9400	14500
7	8900	9900	14500
8	9500	10500	14500
9	10100	11100	14500
10	10700	11700	15100
11	11300	12300	15700
12	12000	13000	16300
13	12700	13700	16900
14	13400	14400	17500
15	14100	15100	18100
16	14800	15800	18700
17	15500	16500	19400
18	16200	17200	20100
19	17500	18500	20900
20	18300	19300	21700
+1	19100	20100	22500
+2	19900	20900	23300
+3	20700	21700	24100
+4	21500	22500	24900
+5	22300	23300	25700
+6	23100	24100	25700
+7	23900	24900	25700

(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 1<sup>st</sup> and 9<sup>th</sup> 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.18300/19300, Rs.19100/20100, Rs.19900/20900, Rs.20700/21700, Rs.21500/22500 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.18300/19300, Rs.19100/20100, Rs.19900/20900, Rs.20700/21700, Rs.21500/22500; 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.22300/23300, Rs.23100/24100 and Rs.23900/24900 will be given fitment in the Officers' Scale at Rs.25700 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.25700), 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 27.04.2010 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 20<sup>th</sup> 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 01.11.2007 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 31.08.2012. Further, in case any person in clerical cadre promoted on or after 01.11.2007 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, 2012.