

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	17900	36000
2	18900	36000
3	19900	36000
4	20900	36000
5	22130	36000
6	23360	36000
7	24590	36000
8	26080	36000
9	27570	36000
10	29060	37490
11	30550	38980
12	32280	40470
13	34010	41960
14	35740	43450
15	37470	44940
16	39200	46430
17	40930	48170
18	42660	49910
19	45930	51900
20	47920	53890
+1	49910	55880
+2	51900	57870
+3	53890	59860
+4	55880	61850
+5	57870	63840
+6	59860	63840
+7	61850	63840
+8	63840	63840
+9	65830	63840*

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.
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.47920, Rs.49910, Rs.51900, Rs.53890 and Rs.55880 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.47920, Rs.49910, Rs.51900, Rs.53890 and Rs.55880 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.57870, Rs.59860 and Rs.61850 will be given fitment in the Officers' Scale at Rs.63840 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.63840), 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 or officers' Service Regulations.

4. Promotees who are drawing Fixed Personal Pay in terms of Settlement may continue to draw the same quantum of Fixed Personal Pay even after promotion which shall remain unaltered till revised. On completion of stipulated one year at the maximum of the promoted cadre/scale, he shall be sanctioned FPP as applicable to the higher cadre/scale in which he is placed. (Please refer to IBA circular number CIR/HR&IR/90/665/E12/2010-11/1416 dated 30.09.2010)
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&2) 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 future increment/s, if any, functional special pay on permanent basis and dearness allowance) drawn as a clerk, the difference may be protected by way of Temporary Adjustment Pay till the same is due to release of stagnation increment/s, to compensate the difference amount. This pay will rank for 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.

**(Indian Banks' Association, HR & INDUSTRIAL RELATIONS
Circular No. HR&IR/MBR/515/2021-22/11025 dated 24.03.2022)**