

**FITMENT OF SALARY OF EMPLOYEES IN SUBORDINATE
CADRE UPON PROMOTION TO CLERICAL CADRE**

TERMS OF SETTLEMENT

- 1.1 That in super session to provisions of settlement dated 23.12.2002, it is agreed that workmen in subordinate cadre promoted on or after 1.11.2002 to clerical cadre shall be given fitment in clerical scale of pay on stage to stage basis as per the fitment table given in Annexure I to this settlement, after adding special pay, if any paid to such subordinate cadre on permanent basis and not temporarily, to the basic pay in the subordinate cadre. If he has reached the maximum in the subordinate cadre and is in receipt of fixed personal pay, the increment component thereof i.e Rs.270 shall also be added to his basic pay prior to fitment. The promotee clerk, after his fitment in terms of Annexure I, will draw his next increment in clerical scale on the anniversary date of his last increment in the subordinate 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 employees in the lower clubbed stages of subordinate scale of pay will get their next increment after promotion on the anniversary date of promotion.
- 1.2 In case, consequent upon promotion to clerical cadre, the total gain in the emoluments (Basic Pay + Spl. Pay +DA) to a promotee clerk is for an amount of less than Rs.200 per month in that eventuality the difference between Rs.200 and the gain on promotion shall be given by way of temporary personal allowance to be wiped off in three equal yearly installments from the date of his promotion.
- 1.3 That the arrears, if any, which shall become due on account of revised fitment formula agreed upon under this settlement shall be paid to the promotee clerk by 31.7.2007
- 1.4 That the other terms of the conciliation settlement dated 19.6.91 shall remain the same.

**FITMENT FORMULA ON PROMOTION FROM SUBORDINATE
CADRE TO CLERICAL CADRE ON OR AFTER 1.11.2002**

BP + SPL. PAY + INCREMENT COMPONENT OF FPP IN SUBORDINATE CADRE	AGREED FITMENT AT CORRESPONDING STAGE IN CLERICAL CADRE
4060	
4165	4625
4270	
4385	4840
4500	
4635	5055
4770	
4935	5390
5100	
5265	5725
5460	
5655	6060
5850	
6045	6530
6280	
6515	7000
6750	
7020	7470
7290	
7560	7940
7830	
8100	8440
8370	8940
8640	9440
8910	10000
9180*	10000

(HRD Division Circular No. 402 dated 07.06.2007)