



# ALL INDIA BANK PENSIONERS' & RETIREES'



## CONFEDERATION ( A.I.B.P.A.R.C.)

C/O BANK OF INDIA OFFICERS' ASSOCIATION  
(EASTERN INDIA BRANCHES)  
BANK OF INDIA, KOLKATA MAIN BRANCH  
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Circular No. 24/19

Date 12.04.2019

(For circulation among members of the governing council of AIBPARC,  
State Secretaries, Special Invitees and Advisors.)

Dear Comrades,

**Sub: Denial of Additional Stagnation increment to those  
who retired between 1.11.2012 & 30.4.2015.**

Our letter written to the Chief Executive, IBA on above subject dated 12.04.2019 is reproduced hereunder for information of members.

With best wishes,

( SUPRITA SARKAR )  
GENERAL SECRETARY

**QUOTE :**

12.04.2019

**The Chief Executive,  
Indian Banks Association,  
Mumbai**

Dear Sir,

**Sub: Denial of Additional Stagnation increment to those  
who retired between 1.11.2012 & 30.4.2015**

We wish to invite your kind attention to our letter dated 29.11.2018 addressed to you on the captioned subject. We do not appear to have received any oral or written communication from your side about our request to you to issue appropriate guidelines to all the Member Banks advising them to extend the benefit of additional stagnation increment from a notional date or 01.11.2012 whichever is earlier with a provision to allow financial benefit from the date of implementation of 10<sup>th</sup> Bipartite settlement /Joint Note. Since no action seems to have been taken on our request, we once again make a detailed submission on the issue of effective date of Additional Stagnation Increment in terms of 10<sup>th</sup> Bipartite/Joint Note dated 25.05.2015 here under:

The Salary Revision/Joint note was signed between IBA and 4 organisations of Officers on 25.05.2015. It provided for stagnation increment for every 3 completed years of service after reaching the maximum of Pay Scale with a further stipulation that the last of the stagnation increment will be granted to those who have completed 2 years or more after getting the previous stagnation increment. It was also stipulated that

the increments which fell due after completion of 2 years from the date of grant of previous stagnation increment will be given with effect from 01.05.2015.

It is pertinent to point out that the effective date of the 10<sup>th</sup> bipartite settlement joint note was 01.11.2012 and in all fairness those officers who were due for additional stagnation increment between 01.11.2012 and 30.4.2015 after having completed 2 years from the date of previous stagnation increment should have been allowed to earn their last stagnation increment from the date on which fell due anytime on or after 01.11.2012. However this benefit of earning stagnation increment on completion of 2 years from the date of previous stagnation increment was denied to the Officers by stipulating that 4<sup>th</sup> / 5<sup>th</sup> stagnation increment will be given w.e.f 01.5.2015 in MMG scale II and MMG scale III respectively.

Denial of Additional Stagnation Increment on completion of 2 years from the date of previous stagnation increment and extending the date of additional stagnation increment to 01.05.2015 in an arbitrary manner has resulted in a financial loss to the Officers in the following manner:

- (a) Loss of Arrears and reduction in the 10 months average pay for computation of Basic Pension to those who retired between 01.05.2015 and 31.01.2016.
- (b) Total loss of Arrears on account of additional stagnation increment due between 01.11.2012 and 30.04.2015 and denial of benefit for computation of Basic Pension to those who retired between November, 2012 and April, 2015.

We understand that **State Bank of India** took up the matter with IBA seeking consent to extend the benefit of additional stagnation increment from a notional date or 01.11.2012 whichever is earlier with a provision to allow financial benefit from 01.11.2012 i.e. the date of implementation of 10<sup>th</sup> BPS/Joint Note. Accordingly SBI has corrected the date of additional stagnation increment in respect of non-subordinate employees by extending monetary benefit from 01.11.2012. We also understand that SBI Corporate Centre, Mumbai has issued a circular on 18.7.2018 under the signature of CGM (HR). We also understand that **Bank of India** has corrected the anomaly in respect of Workmen Employees vide their circular no. HO/HR/IR/MSS:I-242 dated 30.11.2018. It is evident from the circular of Bank of India that the benefit was extended to all such employees who have ceased to be in the service of the bank from 01.11.2012 to 30.04.2015 and their Basic Pension re-fixed.

Under these circumstances we request you to issue appropriate guide lines to all the member banks who were parties to the 10<sup>th</sup> Bipartite / Joint Note date 25.05.2015 and advise them to extend the benefit to similarly placed employees and officers. Hard copy of the letter is being sent also by speed post.

With kind regards,

Yours faithfully,

**Suprita Sarkar**  
**General Secretary**