



ALL INDIA BANK PENSIONERS & RETIREES CONFEDERATION
(A.I.B.P.A.R.C.)



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Circular no 46-25

Date: June 09, 2025.

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For circulation among members of the Governing Council, State Secretaries, Special Invitees, Advisors, Affiliates, Constituents of CBPRO and Members.

Dear Comrade,

Sub: Anomaly in respect of stagnation increment due payable to a small section of scale V officers in the Banking Industry.

We are reproducing here under the text of our letter written on date to The Secretary, DFS, MOF, GOI on the above-mentioned subject.

This is for information of members.

With best wishes and regards,

Comradely yours,

Suprita Sarkar
General Secretary

Encl: As stated

AIBPARC/DFS/Anomaly in stagnation increments/Email/2025 Date: June 09, 2025

**Shri M. Nagaraju, IAS,
Department of Financial Services,
Ministry of Finance, Government of India,
Jeevan Deep Building,
Parliament Street, New Delhi.**

Respected Sir,

Sub: Anomaly in respect of stagnation increment due payable to a small section of scale V officers in the Banking Industry.

We are really sorry to encroach upon your valuable time over the disposal of an issue which otherwise might have been sorted out by the Indian Banks Association in the most normal course of business. When legitimate issues are not attended to for months together and the deprivation of a section of senior officers continues to remain unresolved, we do not have any other alternative than to draw the attention of the Government with a request for intervention. The entire background of the case is being narrated hereunder in brief for your kind information and perusal.



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1. This is painful for us to note that the Settlements arrived at the Industry level require further clarifications at the stage of implementation. If it is not again clearly done, then different Banks act differently and as a result, certain persons who are eligible to get certain legitimate benefits are deprived of the same. We are referring to the additional stagnation increments which had been agreed upon in the 10th and the 11th Bipartite Settlement/Corresponding Joint Notes. **It has been repeatedly held by various Courts of Law that no discrimination can be done based on the date of retirement among those who retired under the same Settlement period.**

2. After repeated follow up by AIBPARC and other organizations, IBA offered certain clarifications on the above noted subject vide IBA's letter number HR & IR /MBR/743/2022-23/0050 dated April 25, 2023. By this clarification given on a subsequent date, the problem faced by several scale V retirees got partially resolved but many such cases are still lying un-disposed. **The worst sufferers are those who retired in Senior Management scale V before the date of signing the 11th Bipartite Settlement.** When such persons have submitted representations before the respective Bank management, a stock reply has come that the benefit is not applicable to retirees before the date of Bipartite Settlement. **It is unfortunate to note that the benefit of stagnation increment to Scale V officers who retired during the period from 01-11-2017 to 31-10-2020 has been wrongfully denied.** It defies logic and reasoning. Realising this, under the 9th Joint Note dated 08-03-2024, the benefit of additional stagnation increment to eligible scale V officers retired between 01-11-2022 to the date /month of signing 9th Joint Note has been rightly given. **But injustice meted out to those retired between 01-11- 2017 to 31-10-2020 has not been removed.**

3. **IBA did not ponder over the question:** How many scale V officers have retired during 11th Bipartite Settlement/ Corresponding Joint Note before the signing of the 11th Bipartite Settlement and among them how many would have put in required service to earn the stagnation increment. **The number of such officers in any Bank will be very few and granting of one stagnation increment to a handful of officers in a Bank would not be a great burden before any institution.**

We have informally heard that the Managing Committee probably did not agree to consider the issue. It will be a great injustice to a very few senior officers of the Banking Industry and they would be passing the rest part of their lives with an injured sentiment against the institution they served for decades.

We make an earnest request to you to kindly take up the issue with IBA and request them to have a re-look into the issue with some more amounts of pragmatism and sympathy.

With kind regards,

Yours faithfully,

K.V. Acharya.
President, AIBPARC
& Jt. Convenor, CBPRO

Suprita Sarkar
General Secretary