



भारतीय स्टेट बैंक
State Bank of India
Corporate Centre - Mumbai

e-Circular

P&HRD.
Sl. No. : 40/2017 - 18
Circular No. : CDO/P&HRD-IR/1/2017 - 18
Friday, April 07, 2017.
17 Chaitra, 1939(S).

All Branches/Offices of
State Bank of India.

Madam/Dear Sir,

**FITMENT FORMULA ON PROMOTION
FROM CLERICAL CADRE TO OFFICERS' CADRE
OFFICERS PROMOTED ON OR AFTER 01.11.2012**

Please refer to our e-circular no. CDO/P&HRD-IR/112/2011-12 dated 20th March 2012.

Extant Instructions:

The fitment formula for promotion from clerical cadre to JMGS-I was last revised as contained in the said e-circular, effective from 1st November 2007, as contained in the above mentioned e-circular.

Revised Instructions:

Consequent upon the 10th Bipartite Settlement for wage revision it has been decided to consider the implementation of the existing fitment formula for promotion from clerical cadre to JMGS-I in respect of the officers promoted to JMGS-I from clerical cadre on or after the 1st November 2012, with certain modifications as detailed below:

- i. The implementation of the instructions contained herein shall be applicable to the employees promoted from clerical to JMGS-I on or after 1st November 2012.

ii. **Fitment Table:**

- a. The basic pay of an employee on promotion to the Junior Management Grade Scale-I shall be determined on the basis of the fitment table given in Annexure-A.
- b. If at any time, the basic pay of an officer is lower than the basic pay corresponding to his/her basic pay in the clerical scale on account

of increment(s) he/she would have got in the clerical scale, appropriate adjustment will be made in the Officers' basic pay as per the Fitment table.

iii. Anniversary Date of Increment:

- a. The promotee officer after fitment as above will draw his/her next increment in the Officers' scale on the anniversary date of his/her last increment in clerical cadre and thereafter he/she will draw his/her further increments every year on the same date.
- b. Those who were drawing a basic pay upto and inclusive of the 9th stage in the clerical scale, given in the Fitment table, will be fitted at the minimum of the officers' scale and will draw their next increment on the anniversary date of promotion.
- c. Those who have completed more than one year at basic pay of Rs. 31,540/-, Rs.32,850/-, Rs.34,160/-, Rs.35,470/- and Rs.36,780/- will draw their next increment immediately on fitment at the corresponding stage in the Officers' scale as per the Fitment Table and thereafter will draw their annual increment on the anniversary date of promotion.
- d. Those who have completed less than one year at basic pay of Rs. 31,540/-, Rs.32,850/-, Rs.34,160/-, Rs.35,470/- and Rs.36,780/- will draw their next increment immediately on fitment at the corresponding stage in the Officers' scale as per the Fitment Table and will draw their annual increment on the anniversary date of last increment in the clerical scale.

iv. CAIB Increments:

If the employee has passed JAIB or CAIB at the time of his/her promotion, notional basic pay will be arrived at after reducing the increments earned for passing JAIB/CAIB, from the clerical basic pay. He / she 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 clause iii (Anniversary Date of Increment) 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.

v. **Protection of FPP:**

- a. In case of those officers who have been promoted to JMGS-I on or after 01.11.2012, after drawing FPP in clerical cadre, he/she would continue to get the same amount of FPP in JMGS-I (except when the said FPP is changed on wage revision) till such time he/she reaches the maximum in JMGS-I scale. On completion of one year at the maximum of the JMGS-I scale, he/she shall be eligible to get FPP as applicable to the higher scale (JMGS-I) in which he/she is placed.
- b. If an employee is promoted before receipt of FPP, the payment of FPP shall be made to him/her in the officer scale from the date the employee would have notionally received the FPP in the clerical scale or 01.11.2012, whichever is later.

Accordingly, effective from 01.11.2012, the FPP will NOT be considered for the purpose of computation of Adjusting Pay and instead will be protected separately as mentioned above.

vi. **Adjusting Pay:**

- a. In case of an officer who at the time of promotion is already at the maximum of clerical scale or who notionally would reach the maximum stage of clerical scale thereafter and be eligible for stagnation reliefs (viz. Fixed Personal Allowance, Professional Qualification/Graduation Allowance and Stagnation Increments), if at any time the difference between the basic pay as an officer and the aggregate of clerical basic pay and PQP, that he/she would have been actually in receipt of or notionally entitled to, is lower than Rs.3,970/- w.e.f 01.11.2012, an Adjusting Pay equal to the shortfall shall be paid to him/her. The Adjusting pay so arrived on or

after 01.11.2012 will be reckoned for DA and Superannuation benefits.

- b. Adjusting Pay, where payable as mentioned above, will be determined annually on the anniversary date of the annual increment in the officers' scale or when on account of acquiring professional/educational qualification etc., there is a change either in the basic pay as officer or notional stagnation relief(s) in the clerical pay. Further, the exercise of re-determination of Adjusting Pay will be done till an officer is notionally in receipt of the last stagnation reliefs in clerical emoluments or when there is no shortfall as stated above and till Adjusting Pay becomes zero.

vii. Personal Allowance:

In case of the officers who are already drawing Personal allowance of Rs.800/- p.m. and those officers who will be eligible for Personal Allowance after 01.11.2012, the amount of such Personal Allowance shall be revised to Rs.1310/- p.m. w.e.f 01.11.2012. The said Personal allowance will be payable till the officer reaches the basic pay of Rs.57,330- in MMGS-II. Thereafter, the Personal Allowance of Rs. 1310/- will be tapered off at the rate of $\frac{1}{2}$ of the allowance in two installments against future increments.

viii. Other Instructions:

- i. The inter-se anomalies, if any, on account of the revised fitment/protection formula and other than on account of Personal Allowance would be looked into on case-to-case basis.
- ii. Each case of payment of Adjusting Pay and Personal Allowance will require to be approved/sanctioned by the authority empowered to sanction increments. It will also be the responsibility of the said authority to re-determine Adjusting Pay, as mentioned above.

- iii. If the officer was posted at different branches/offices after his/her promotion, arrears if any, on account of such salary fitment shall be paid by the branch/office where the officer is presently posted.
- iv. The above instructions will remain valid till the implementation of the next wage revision at industry level.

Please bring it to the notice of all concerned and arrange accordingly.

(Prashant Kumar)
Dy. Managing Director &
Corporate Development Officer

ANNEXURE-A

Fitment Table (w.e.f 01.11.2012)	
Basic Pay In Clerical Pay Scale	Fitment at corresponding stage in JMGS-I
11765	23700
12420	23700
13075	23700
13730	23700
14545	23700
15360	23700
16175	23700
17155	23700
18135	23700
19115	24680
20095	25660
21240	26640
22385	27620
23530	28600
24675	29580
25820	30560
26965	31705
28110	32850
30230	34160
31540	35470
32850	36780
34160	38090
35470	39400
36780	40710
38090	42020
39400	43300
40710	44640
42020	45950