



Indian Banks' Association

HR & INDUSTRIAL RELATIONS

No. CIR/HR&IR/665/582(A)/76
April 16, 2016

Chief Executives of Member Banks which are parties to the Understanding on Wage Revision for Officers

Dear Sir/Madam,

7th Joint Note Signed on 25.5.2015 (Effective from 1.11.2012): Stagnation Increments - Anomaly

As per the provisions of 6th Joint Note signed on 27th April, 2010 (effective from 1st November 2007), the officers in MMGS-II are given 3 stagnation increments on reaching at the maximum of the pay-scales of MMGS-III. First stagnation increment is released 3 years after reaching at the maximum of the pay scale of MMGS-III and 2nd and 3rd stagnation increments are released 3 years after receipt of 1st and 2nd stagnation increments respectively. Similarly MMGS-III are getting 4 stagnation increments after reaching at the maximum of pay-scales of MMGS - III at the periodicity of 3 years each.

2. As per the provisions of the 7th Joint Note (effective from 1st November, 2012), one additional stagnation increment each for MMGS-II and MMGS-III has been introduced. The periodicity of such additional stagnation increment has also been reduced from 3 years to 2 years. As such, MMGS-II officers, on reaching at the maximum of pay-scales of MMGS-III are now eligible for 4 stagnation increments and MMGS-III for 5 stagnation increments w.e.f. 1st May, 2015. For MMGS-III, the periodicity of 4th stagnation increment is 3 years as per existing norms, however, 5th additional stagnation increment is released 2 years after receipt of 4th stagnation increment.

3. As the periodicity of 4th additional stagnation increment is 2 years for MMGS-II whereas the periodicity of existing 4th stagnation increment for MMGS-III is 3 years as per existing norms, an anomaly has arisen for releasing 4th stagnation increment to MMGS-II and MMGS-III who have reached at the maximum of pay-scale of MMGS-III and have received 3rd stagnation increment at the same time. The case may be clearly understood by following illustration:

Illustration : Officer 'A' MMGS-II and 'B' MMGS-III have reached at the maximum of MMGS-III as on 1st May, 2007. As per 6th and 7th Joint Note, they are eligible for stagnation increments as under :

AS PER 6 TH JOINT NOTE		
Stagnation Increment	'A' - MMGS-II	'B' - MMGS - III
	Due Date	Due Date
1 st	01/05/2010	01/05/2010
2 nd	01/05/2013	01/05/2013
3 rd	01/05/2016	01/05/2016
4 th	-----	01/05/2019

