

## **STAGNATION INCREMENTS**

In partial modification of Clause 5 of Bipartite Settlement dated 27th March, 2000, both clerical and subordinate staff (including permanent part-time employees on scale wages) shall be eligible for six stagnation increments with effect from 1st November, 2002 at the rate and frequency, as stated here in under:-

The clerical and the subordinate staff (including permanent part-time employees on scale wages) on reaching the maximum in their respective scales of pay, shall draw six stagnation increments at the rate Rs. 560/- and Rs. 270/- each, due under the Settlement, and at frequencies of 3 years and 2 years respectively, from the dates of reaching the maximum of their scales as aforesaid.

Provided that a clerical/subordinate staff (including permanent part-time employees on scale wages) already in receipt of five stagnation increments shall be eligible for the sixth stagnation increment on 1st November, 2002 or three/two years respectively after receiving the fifth stagnation increment, whichever is later. In respect of employees who had received their fifth stagnation increment on and from 1st November, 1999, the sixth stagnation increment shall be released on and from 1st November, 2002.

(Para 5 of BPS dated 2.6.2005)

Permanent part-time employees on scale wages are also eligible to draw stagnation increments pro rata to the scale in which they are, at frequencies of two years from the date of reaching the maximum of the scale.

(IBA CIR No.PD/76/90/2005-06/534 dated 07-06-2005)

In supersession of Clause 1 (ii) (b) of Bipartite Settlement dated 8th September, 1983 read with Note' to Clause 4B of Bipartite Settlement dated 10th April, 1989, refusal to accept promotion at any stage or reversion within a year of promotion, wherever permissible under Bank's rules will not disentitle an employee from getting stagnation increment/s. An employee shall not be eligible for stagnation increment/s, if he, after accepting promotion seeks, and is granted, reversion after one year from the date of promotion.

(Para 5 of BPS dated 14.02.95)

An Officer reverted to clerical cadre shall draw stagnation increment unless the reversion is at his request. If an employee refuses to accept an allowance carrying post, he may still be allowed to earn stagnation increments. Only when he refuses the offer of promotion made to him in writing, he should not be given any stagnation increment which accrues to him thereafter. If the offer of promotion was made before 08-09-1983 but refusal to accept promotion was conveyed on or after 08-09-1983 by the concerned employee, he shall not be eligible for stagnation increments, which become due thereafter. The same shall apply in regard to cases where promotion was accepted prior to 08-09-1983, but the reversion was sought and granted on or after 08-09-1983. Refusal to appear for a promotional examination does not deprive a workmen employee from earning stagnation increments as per the provisions made in the 1983 settlement. There is no change in the provision in the Fifth Bipartite Settlement. The stagnation increment once

released to the employee need not be withdrawn even if he refuses the offer of promotion made to him thereafter. Eligibility for promotion is not the same as offer for promotion. Similarly, refusal to appear for a promotion examination is not the same as refusal to accept promotions. As such, employees who fall in the former category shall be eligible for stagnation increment. The non-adjustable personal allowance of Rs. 19.80 as provided in the Third Bipartite Settlement will continue to be paid, as it has not been deleted in the Fifth Bipartite Settlement. The Settlement provides that pay for the purpose of DA shall include officiating allowance, if any. The reference to officiating allowance in the Settlement is officiating allowance payable which is in terms of the First Bipartite Settlement, and which remains unchanged.

(IBA CIR No: PD/CIR/76/90 dated 16-08-1989)