



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



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Circular no 63-24

Date: July 04, 2024.

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 scale V
officers of the Bank**

We are reproducing here under the text of our letter written on date to The Chairman,
IBA 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/IBA/Stagnation Increment/Email/2024

Date: July 04, 2024

**The Chairman,
Indian Banks' Association,
Mumbai.**

Respected Sir,

**Sub: Anomaly in respect of stagnation increment due payable to scale V
officers of the Bank**

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**



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the 11th Bipartite Settlement. 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.

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 representation before 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 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.

IBA should ponder over the question: How many scale V officers have retired during 11th Bipartite Settlement 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 shall be thankful if you kindly re-examine the issue in the light of pragmatism and take a suitable decision in this regard to ensure extension of a legitimate benefit to a handful executives in the scale V.

With kind regards,

Yours faithfully,

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

Suprita Sarkar
General Secretary