



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



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Circular no 25-25

Date: March 22, 2025.

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 section of Scale V officers of the Banks – a review of the decision of not extending the benefit to a small section of officers needs immediate consideration:

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/ 2025

Date: March 22, 2025

**Shri M.V. Rao,
The Chairman,
Indian Banks Association,
Mumbai.**

Respected Sir,

Sub: Anomaly in respect of stagnation increment due payable to a section of Scale V officers of the Banks – a review of the decision of not extending the benefit to a small section of officers needs immediate consideration.

We sent a detailed representation to you on the above noted subject vide our letter AIBPARC/IBA/Stagnation increment/Email/2024 dated July 04, 2024 in which we described the anomaly which had been thrust upon a section of scale V officers of the

Banking Industry and requested you to kindly see that such officers do not suffer unduly. We have come to know that the issue did not find favour with the Managing Committee of IBA. There is still a necessity to make a realistic re-look into the issue.



ALL INDIA BANK PENSIONERS & RETIREES CONFEDERATION

(A.I.B.P.A.R.C.)



The additional stagnation increments had been agreed upon in the 10th & 11th Bipartite Settlement/ Corresponding Joint Note. In terms of the 8th Joint Note dated 11.11.2020, the provision of one stagnation increment to scale V officers was introduced. Though the settlement period is from 01.11.2017 to 31.10.2022, the benefit of such stagnation increment to scale V officers was made effective from a prospective date i.e. 01.11.2020. Thus, under the same settlement, the benefit of additional stagnation increment given to the officers in scale I to scale IV has been made uniformly effective from 01.11.2017 even by changing the periodicity from 3 years to 2 years. The improvement in case of officers from scale I to scale IV is most welcome **but denial of stagnation increment to scale V officers from 01.11.2017 to 31.10.2020 is discriminatory and needs correction.**

We are enclosing our earlier letter dated July 04, 2024 for ready reference. We shall consider it to be a favour if you kindly have a re-look into the issue in the spirit of ensuring justice.

With kind regards,

Yours faithfully

K.V. Acharya.
President.
& Joint Convenor, CBPRO

Suprita Sarkar
General Secretary

Enclo: 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 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.



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



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