

STATE BANK RETIRES' ASSOCIATION

Federation of Erstwhile
Associate Bank Retirees' Organisations



Ref: JN&BPS/SI/434

Date: 19th October, 2021

The Deputy Managing Director
& Chief Development Officer,
State Bank of India,
Mumbai

Respected Sir,

Stagnation Increments – 10th & 11th Bipartite Settlement/7th & 8th Joint Note

We are thankful to you for your instruction regarding payment of Stagnation Increments vide Bank's Circular dated 08.10.2021.

2. Our Affiliates have informed us that the functionaries at Local Head Offices are informing those retired Officers, who were in Scale V and retired between 01.11.2017 and 01.11.2020 and also those Officers who were in Scale IV and retired between 01.11.2012 and 01.05.2015 that they are not eligible for the benefit of 'notional' Stagnation Increment. They are advising these retired Officers that only those retired Officers in Scale IV who retired on or after 01.05.2015 and only those retired Officers in Scale V who were in service on 01.11.2020 are only entitled to the benefit of 'notional' Stagnation Increment. We are not incorrect, if we say that this interpretation is wrong. In this connection, we are extracting relevant portion from the Joint Note dated 11.11.2020, hereunder:

2. Stagnation Increments

e. Officers in SMGS - V shall be eligible for one stagnation increment of Rs.2970/- two years after reaching the maximum of scale or w.e.f. 01.11.2020, whichever is later.

23. Date of Effect

For payment of arrears, the benefits under various provisions as above shall be from 1st November 2017, unless otherwise specified against the relevant provisions.

3. We observe that above provisions amply provide for reckoning of Stagnation Increments, notionally for these officers retired on or after 01.11.2017. These Officials cannot say that these Officers who were in Scale V and retired prior to 01.11.2020, but after 01.11.2017 are not eligible for this benefit merely because of absence of words 'officer shall be notionally eligible for stagnation increments w.e.f 01.11.2017 in terms of this Joint Note' as stated in para 2 (e) of the Joint Note. Similarly, those Officers who were in Scale IV and retired between 01.11.2012 and 30.04.2015, are also eligible for the benefit of reckoning Stagnation Increment notionally for the purpose of calculation of Pension. Therefore, we request you to kindly advise all concerned, specifically about this entitlement of benefit of reckoning 'stagnation increment' for the purpose of calculation of Pension.



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4. We also invite your kind reference to Bank's Circular No. : CDO/P^HRD-PPFG/55/2021 – 22 dated 08.10.2021, wherein it is clearly provided for payment of Stagnation Increment to those Workmen/Officers who retired between 01.11.2012 and 01.05.2015. The relevant portion of the Circular is also extracted hereunder for your immediate reference:

4. In view of above, the ECCB of the Bank has reviewed the above guidelines/clarifications received from IBA in its meeting held on 28.09.2021 and it has been decided to extend the benefit of notional stagnation increment for the purpose of pension only to the Workmen and Officers who were otherwise eligible and retired during the period from 01.11.2012 to 30.04.2015, with monetary benefit from 01.05.2015

Therefore, we request you to kindly direct all concerned to sanction stagnation increments of these Officers also, if they are otherwise eligible in terms of Joint Notes dated 25.05.2015 and 11.11.2021.

5. In all erstwhile Associate Banks, salary data was migrated to HRMS during the year 2011. Therefore, it would not be difficult for the Bank to compute and sanction these 'notional stagnation increments' to all eligible retirees with effect from 01.05.2015 and 01.11.2020 to those who retired during 10th and 11th Bipartite periods/7th and 8th Joint Note periods, respectively without requiring submission of representations by individual pensioners. More so, when Branches/Offices have been merged with other Branches/ Offices, after merger of these erstwhile Associate Banks and many branches are not retaining any information of those who retired a long time back, Officers of the Bank may have to expend a good amount of time for this purpose. A lot of disputes could also be avoided. You are also very well aware that processing of individual requests may be not only time consuming, but also difficult in many cases. We understand that several Banks are undertaking this exercise of payment of enhanced pension, duly adding stagnation increment, utilizing the data available in the system. This would also reduce work and confusion.

5. We request you to kindly order early payment of this benefit and one year from the date of settlement/joint note is just three weeks away. We request your kind indulgence and early payment of 'stagnation increments'.

Thanking you,

With regards,

(Prasad C N)
General Secretary