



Karnataka Bank Officers' Organisation (Regd.)

Regd. Office: Mangalore (D.K.)
(Affiliated to AIBOA)

Somayaji House, II Floor, Bunts Hostel Road, Mangalore - 575 003

Ph: (O) 2443358, President: 9449571317, Gen. Secretary: 9449051322 Website: www.kboo.in

Circular No. 11/2016

May 2, 2016

Dear Comrades,

7TH JOINT NOTE SIGNED ON 25-05-2015 - STAGNATION INCREMENTS - ANOMALY

Our members may be aware that as per the provisions of the 7th Joint Note signed on the 25th May 2015, effective from 01-11-2012, the periodicity of 4th additional stagnation increment for officers in Scale II is 2 years whereas the officers in Scale III will get the 4th stagnation increment after 3 years, leading to an anomaly. The said anomaly was taken up with the IBA by AIBOA/UFBU and we are pleased to inform you that the IBA has resolved the said issue by reducing the periodicity of the 4th stagnation increment to Scale III officers from 3 years to 2 years with effect from 01-05-2015.

In this respect, they have advised all the member Banks who are the parties to the 7th Joint Note, vide their letter No. CIR/HR&IR/665/582(A)/76 dated 16-04-2016 to release the 4th stagnation increment to officers in Scale III who have completed 2 years or more after releasing 3rd stagnation increment with effect from 01-05-2015 and further the 5th stagnation increment to be released 2 years after releasing the 4th stagnation increment.

Accordingly, today we have addressed a letter to the Managing Director, urging the Management to implement the said IBA advisory in our Bank at the earliest. We reproduce herewith the excerpts of our letter No. KBOO/17/2016 dated 02-05-2016 addressed to the Managing Director, for your information. Also, we annex hereunder the extract of the above referred IBA letter for the guidance of the members:

Dear Sir,

Reg: 7th Joint Note signed on 25-05-2015 (effective from 1.11.2012): stagnation increment - anomaly

As per the provisions of the 7th Joint Note signed on the 25th May 2015, effective from 01-11-2012, the officers in scale II on reaching at the maximum of pay scales will get the 4th stagnation increment in 2 years, whereas officers in Scale III will get 4th stagnation increment after 3 years resulting in an anomaly. The said anomaly was taken up with the IBA by AIBOA/UFBU and we are pleased to note that the said issue has been set right by the IBA, by reducing the periodicity of the existing 4th stagnation increment to officers in Scale III from 3 years to 2 years with effect from 01-05-2015. Accordingly, they have

addressed a letter No. CIR/HR&IR/665/582(A)/76 dated 16-04-2016 to all the member Banks who are the parties to the 7th Joint Note, advising them to release the 4th stagnation increment to officers in Scale III who have completed 2 years or more after releasing 3rd stagnation increment with effect from 01-05-2015 and further the 5th stagnation increment to be released 2 years after releasing the 4th stagnation increment.

As such, we urge upon your good selves to take steps at the earliest to set right the above said anomaly by implementing the said advisory of the IBA in our Bank under intimation to us.

Thanking you,

Yours faithfully,
Sd/-
(K. Raghava)
General Secretary

We note to inform the developments to the members in this regard.

With warm greetings,

Yours comradely,
Sd/-
(K. RAGHAVA)
GENERAL SECRETARY

ALL INDIA BANK OFFICERS' ASSOCIATION	ZINDABAD
KARNATAKA BANK OFFICERS' ORGANISATION	ZINDABAD



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

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:2:

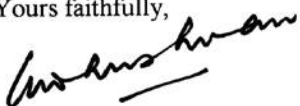
AS PER 7 TH JOINT NOTE		
Stagnation Increment	'A' - MMGS-II	'B' - MMGS - III
	Due Date	Due Date
1 st	01/05/2010	01/05/2010
2 nd	01/05/2013	01/05/2013
3 rd	01/05/2016	01/05/2016
4 th	01/05/2018	01/05/2019
5 th	-----	01/05/2021

It is evident from the above illustration, that the officers in MMGS-II will get 4th stagnation increment one year earlier. If these officers are promoted to MMGS-III, they will get said stagnation increment one year later. The matter was put up to the Managing Committee of IBA in its meeting held on 13.4.2016 proposing to reduce the periodicity of 4th stagnation increment to MMGS-III from 3 years to 2 years, w.e.f. 1st May 2015, i.e., from the date of introduction of 4th stagnation increment to MMGS-II, to remove the anomaly so arisen.

After deliberating the matter, the Managing Committee has accorded its approval to reduce the periodicity of the existing 4th stagnation increment to MMGS-III from 3 years to 2 years w.e.f. 1.5.2015. We, therefore, advise that the 4th stagnation increment to MMGS-III officers who have completed 2 years or more after releasing 3rd stagnation increment as on 1.5.2015, may be released to them w.e.f. 1.5.2015 and 5th stagnation increment to these officers will be released 2 years after releasing the 4th stagnation increment.

Please arrange accordingly.

Yours faithfully,


K UNNIKRISHNAN
 DEPUTY CHIEF EXECUTIVE