



**ALL INDIA UNION BANK PENSIONERS AND RETIREES FEDERATION**  
(Affiliated to All India Bank Pensioners & Retirees Confederation – AIBPARC)  
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**E CIRCULAR NO.09/2018**

20 th December , 2018

**TO ALL AFFILIATES/MEMBERS**

Dear Comrades,

**Sub: 10<sup>th</sup> Bipartite settlement (BPS) – Grant of Notional additional Stagnation Increment to the Award Staff**

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We invite reference to our E Circular No. 08/2018 dated 06/12/2018. In terms of 10<sup>th</sup> Bipartite Settlement/Joint Note for Officers, an additional stagnation increment was granted to Scale II, III and IV Officers who retired between 1.11.2012 and 30.4.2015 subject to certain restrictions. We had advised the eligible Retired Officers to submit their claim to Central Office and enclosed the format to be used by such Officers.

**Clause 5** of the 10th Bi-partite Settlement for Award Staff reads as under:

**"5. Stagnation Increments**

**In partial modification of Clause 5 of Bipartite Settlement dated 27th April 2010, both clerical and subordinate staff (including permanent part-time employees on scale wages) shall be eligible for eight stagnation increments w.e.f 1st November 2012 at the rate and frequency as stated herein under:**

**The clerical and subordinate staff including permanent part-time employees on scale wages on reaching the maximum in their respective scales of pay, shall draw eight stagnation increments at the rate of Rs.1310/- and Rs.655/- (pro rata in respect of permanent part-time employees) each due under this settlement, and at**

frequencies of 3 years and 2 years respectively, from the dates of reaching the maximum of their scales as aforesaid except that in the case of clerical staff, sixth, seventh and eighth stagnation increments will be released two years after receipt of fifth, sixth and seventh stagnation increments respectively, provided that an employee who has completed two years or more after receiving fifth stagnation increment as on 1st November 2012 shall receive the sixth stagnation increment as on 1st November 2012.

**Provided further that a clerical / subordinate staff (including permanent part- time employees on scale wages) already in receipt of seven stagnation increments shall be eligible for the eighth stagnation increment on 1st May 2015 or two years after receiving the seventh stagnation increment, whichever is later."**

**Clause 40** of the Bi-partite Settlement deals with the date of effect for each provision of the Settlement. In view of the cost consideration, it was agreed that the monetary benefit of these improvements - additional Stagnation Increment would be available from 01/05/2015 instead of 01/11/2012.

While the benefits would accrue notionally from 01/11/2012 or from the date of eligibility, whichever is later, the monetary benefit would be payable from 01/05/2015. In this regard, Indian Banks' Association had, vide its Circular No. No.HR&IR/CIR/2015-16/B/90/1377 September 19, 2015 issued clarifications on this subject. It has been made clear that the 6th, 7th and 8th Stagnation Increment **would be notionally released on the respective dates of eligibility and the monetary benefits would accrue from 01/05/2015.**

In the case of employees who were on service as on 01/11/2012 but retired before 01/05/2015, the benefit of improvement in stagnation increments i.e. 6th or 7th or 8th stagnation increment is to be extended **notionally up to their date of retirement and their Basic Pension needs to revised notionally as on date of their retirement but monetary benefit of such revised pension is to be extended from 01/05/2015.**

It has come to our knowledge that this notional benefit of additional Stagnation Increment has not been extended by our Bank to those eligible Award Staff members who retired between 01/11/2012 and 30/04/2015. Consequently, the Basic Pension was not revised and arrears, if any, were not paid to the eligible Award Staff members.

Our Apex Organization, AIBPARC has already taken up the issue with Indian Banks' Association and requested them to advise the member Banks to grant notional benefit of additional Stagnation Increment, re-fix the Basic Pension and release the arrears, if any, to the eligible Award Staff.

This matter was discussed in detail in our Third Triennial Conference held at Ernakulam Kerala on Sunday, the 25<sup>th</sup> of November, 2018, and it was decided that individual Award Staff Members, if they have not been granted additional stagnation increment, may apply directly to the Central Office under intimation to us so that we can follow it up.

Members, who may need any clarification on this subject, are requested to contact Com K Padmanabhan, Vice President of our Federation and furnish the following particulars

1. Date of retirement
2. Old and new basic pay on the date of retirement
3. Date on which last stagnation increment was given

We have attached a draft of the format and eligible officers are requested to submit the same to Central Office. Members may also post their queries, if any, through the respective State General Secretary/President on our WhatsApp group **UBPARF**.

With kind regards,

**Yours Comradely,**



**( N GOVINDARAJULU )  
GENERAL SECRETARY**

**Encl: A/a**

cc: Mr P B Thomas, Chairman  
cc: Mr B B Yadav, Vice Chairman  
cc: Mr Nitin Desai, President  
cc: Mr S Bagchi, Working President  
cc: Mr P K Sarkar, Advisor

