
FITMENT

Ref.: IBA Letter HR&IR/MBR/515/2024-25/1340 dated 17.08.2024

Formula for fitment of Pay of Employees on promotion as per 9th Joint Note

A. Fitment Chart on Promotion from Scale I to Scale II		
Stage	Scale I as per 9 th Joint Note	Scale II as per 9 th Joint Note
1	48480	64820
2	50480	64820
3	52480	64820
4	54480	64820
5	56480	64820
6	58480	64820
7	60480	64820
8	62480	64820
9	64820	67160
10	67160	69840
11	69840	72520
12	72520	75200
13	75200	77880
14	77880	80560
15	80560	83240
16	83240	85920
17	85920	88600
+	88600	91280
+	91280	93960
+	93960	96640
++1	96640	99320
++2	99320	102300
++3	102300	105280
++4	105280	108260
++5	108260	111240
++6	111240	114220
++7	114220	117200

++ Stagnation increments

C. Fitment Chart on Promotion from Scale III to Scale IV		
Stage	Scale III as per 9th Joint Note	Scale IV as per 9th Joint Note
1	85920	102300
2	88600	102300
3	91280	102300
4	93960	102300
5	96640	105280
6	99320	108260
7	102300	111240
8	105280	114220
++1	108260	117580
++2	111240	120940
++3	114220	120940
++4	117200	124300
++5	120560	124300
++6	123920	127980
++7	127280	131660
++8	130640	135340

D. Fitment Chart on Promotion from Scale IV to Scale V		
Stage	Scale IV	Scale V
1	102300	120940
2	105280	120940
3	108260	120940
4	111240	120940
5	114220	124300
6	117580	127660
7	120940	131340
++1	124300	135020
++2	127980	135020
++3	131660	139020
++4	135340	139020
++5	139020	143020

E. Fitment Chart on Promotion from Scale V to Scale VI		
Stage	Scale V	Scale VI
1	120940	140500
2	124300	140500
3	127660	140500
4	131340	144500
5	135020	148500
++1	139020	148500
++2	143020	152500
++3	147020	152500
++4	151020	156500

F. Fitment Chart on Promotion from Scale VI to Scale VII

Stage	Scale VI	Scale VII
1	140500	156500
2	144500	156500
3	148500	156500
4	152500	160840
5	156500	165180
++1	160500	165180
++2	164500	169520
++3	168840	173860

+ Sliding Increments

++ Stagnation Increments

• **Procedure for Fitment of pay of officers on promotion from one scale to another:**

1. At the time of fitment of an officer on promotion to the higher scale of pay, the number of increments he would have/had earned.
i.e. one increment each for passing JAIIB/CAIIB Examination, as the case may be, shall be first reduced from the existing pay of the concerned officer prior to his fitment in the higher scale of pay on promotion. If, however, the officer is at the maximum of the scale, the following procedure should be adopted:
 - a. If the stagnation at the maximum of the scale is less than one year, the officer would not be drawing any Professional Qualification Pay. Then the number of increments i.e.. one increment for JAIIB/CAIIB, as the case may be, included in his Basic Pay shall be reduced in the existing scale.
 - b. If the stagnation at the maximum of the scale is for a year or more but for less than 2 years, the officer would be drawing a Professional Qualification Pay of 1020/- p.m. In such cases, if he had passed both JAIIB/CAIIB before the date of promotion, then one increment shall be reduced in the existing scale. If, however, such Professional Qualification Pay of 21020/- p.m. is for JAIIB only. then no increment need be reduced from the existing scale.
2. If the stagnation at the maximum of the scale is for 2 year or more, the officer who has passed both JAIIB/CAIIB before the date of promotion, would be drawing a Professional Qualification Pay of 22550/- p.m. In this case, there would be no scope for reducing the increments for JAIIB/CAIIB as even without CAIIB increments the officer would be at the maximum of the scale.

Note: The purpose of the above exercise is to determine as to what stage of scale of pay the officer would have been, had he not been granted increments for passing JAIIB/CAIIB.

3. After effecting the above adjustments, the fitment of basic pay in the promoted scale will be made as per the fitment chart enclosed. The fixation so arrived at will be the basic pay in the promoted scale as on the date of promotion.

4. After such fitment in the higher scale of pay one or two increments shall be added to the Basic Pay so fixed in respect of JAIIB or of CAIIB, as the case may be. If, however, no increments are available in the scale, or only one increment is available in the scale, after allowing the available increment/s, the officer shall be allowed Professional Qualification Pay in lieu of such remaining increment(s), if any.
5. Normally, where an officer is promoted from one scale to another, the date of his increment shall be the anniversary date in the previous scale of pay. Where however, an officer has reached the maximum in the previous (pre-promoted) scale of pay or on promotion gets an increase in the Basic Pay equivalent to two or more increments in the previous (pre-promoted) scale of pay, the date of increment shall be the anniversary date of promotion. However, if the Basic Pay after reduction of JAIIB/CAIIB increments is not at the maximum, then the date of increment shall be the anniversary date of last increment.

Provided further that if an officer who is in Scale 1. II or III is promoted to higher scale after reaching the maximum in the previous (pre-promoted) Scale of pay but before drawing stagnation increment, the date of his increment in the higher scale shall be the anniversary date of promotion or due date of stagnation increment in the previous (pre-promoted) scale whichever is earlier.

6. In the case of officer in Scale I and II promoted after moving into higher Scale II and III because of stagnation movement, the notional increment to be added shall be the increment drawn by him on the date of promotion and the next and subsequent increment shall be on the anniversary date on which the member has drawn his increment in the previous scale.
7. Promotees who are drawing Fixed Personal Pay in terms of Settlement dated 11.11.2020 may continue to draw the same quantum of Fixed Personal Pay even after promotion which shall remain unaltered till revised (please refer to IBA circular no. CIR/HR&IR/90/665/E12/2010-11/1416 dated 30.9.10.).