



ALL INDIA BANK EMPLOYEES' ASSOCIATION

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14-7-2022

Shri. Brajeshwar Sharma
Sr. Advisor – HR & IR
Indian Banks' Association
Mumbai

Dear Sir,

Reg: fixation under 11th BPS for Ex-servicemen employees who joined Banks between 1-11-2017 and 11-11-2020.

This has reference to our earlier communications in this regard. As you are aware, this issue was also discussed on 1-7-2022 during the bilateral meeting between IBA and workmen Unions. IBA agreed to examine the issue and advise the Banks.

As explained by us, in terms of Clause 4(c) of 11th BPS, for ex-servicemen employees who have joined the Banks on and after 1-11-2017 upto 11-11-2020 (date of 11th BPS), **fixation/fitment already given** under 10th BPS dt. 25-5-2015 **shall be refixed as per the provisions of "this Settlement"** (11th BPS).

Clause 4 (a) of "this Settlement" (11th BPS) provides that fitment in the new scales of pay shall on a stage to stage basis.

Thus, these employees who are fixed in a particular stage in their pay scale as on 1-11-2017 under 10th BPS should be fixed in the corresponding stage in the 11th BPS.

After our Settlement, Government released wage revision in LIC. LIC management Circular dated 19-4-2021 is enclosed herewith. Please refer to Clause 4 (2) of the Circular which reads as under:

"In the case of those Ex-servicemen who have been appointed in the service of the Corporation on or after 1st August, 2017 but before the date of this notification, the pay fixed in the pre-revised scales need not be re-opened. Their basic pay in the revised scales will be fixed in the same manner as is done in the case of other employees recruited by the Corporation."

Clause 4 (c) of 11th BPS itself is clear. The LIC circular also reiterates the same point. You are requested to issue an advisory to the Banks accordingly.

Thanking you,

Yours faithfully,

**C.H.VENKATACHALAM
GENERAL SECRETARY**