

The Chief General Manager  
State Bank of India  
Local Head Office  
Chennai

HR/PPMD/SPL/BKM/2022-23/95  
Date: 26.08.2022

Madam / Dear Sir

**COMPLAINTS:**  
**STAGNATION INCREMENT**


We invite your reference to various complaints received from pensioners, family pensioners, associations, and federations regarding stagnation increment. Such complaints not only create an embarrassing situation for the Bank but also involves avoidable wastage of valuable time and resources of the Bank.

2. In this connection, we reiterate the Circular No. CDO/P&HRD-PPFG/55/2021-22 dated 08.10.2021, wherein notional stagnation increment for the purpose of pension is only extended to the workmen and officers who were otherwise eligible and had retired during the period from 01.11.2012 to 30.04.2015 with the provisions of monetary benefit from 01.05.2015 under 10th Bipartite Settlement.
3. With respect to 11<sup>th</sup> Bipartite requisite instructions for implementation are already in place vide Circulars No. CDO/P&HRD-IR/66/2020-21 and CDO/P&HRD-IR/67/2020-21 dated 21.12.2020 for employees (Award Staff and Officers up to Scale-IV) who were otherwise eligible and had retired during the period from 01.11.2017 to 31.10.2020 with monetary benefit from 01.11.2020. However, clarification for passing on similar benefit to Scale-V officers is awaited from IBA.
4. Accordingly, the PPG teams at LHOs are instructed to extend the benefit of notional stagnation increment for the purpose of pension to all employees up to Scale-IV under 10<sup>th</sup> and 11<sup>th</sup> Bipartite Settlements and ensure meticulous compliance of the instruction issued under aforesaid circulars.



5. The granular data of employees retired during 01.11.2012 to 30.04.2015 of 10<sup>th</sup> Bipartite Settlement and 01.11.2017 to 31.10.2020 of 11<sup>th</sup> Bipartite Settlement extracted from HRMS will be sent via email. The extracted data is to be used for furnishing details in the attached formats (Annexure I & II) for our review and monitoring. Brief guidelines are also enclosed for completion of the exercise in holistic manner and the first status report is to be submitted by 15.09.2022.

Yours faithfully

  
(S T Lama)

For Chief General Manager (HR)

Ph:022-2274 1670



## Guidelines for Completion of release of Stagnation Increment:

- Check and collate the data in Annexure-I and Annexure-II format from the extract provided.
- Check whether employees, who retired during 01.11.2012 to 30.04.2015 of 10th Bipartite Settlement and 01.11.2017 to 31.10.2020 of 11th Bipartite Settlement, eligible for stagnation as per circular CDO/P&HRD-PPFG/55/2021-22 dated 08.10.2021 and CDO/P&HRD-IR/66/2020-21 & CDO/P&HRD-IR/67/2020-21 dated 21.12.2020.
- Collate information from HRMS & Pension files and compile the data on release of stagnation increment and pension revision of all eligible employees.
- Identify employees, who retired during aforesaid period, for whom stagnation increment is to be released and co-ordinate with respective controllers (where employee was last posted) for release of such increments and accordingly revise the pension.
- Provide the status of implementation to the Corporate Centre every week and first status report needs to be sent on 15.09.2022.



Annexure - I

Stagnation Increment Data Sheet - Employees retired during 01.11.2012 to 30.04.2015 (X Bipartite Settlement)

SNo	Name	PF No	Date of Retirement	Award Or Scale - 1/2/3/4	Eligible for Stagnation Increment (Yes /No)	Stagnation Sanctioned (Yes / No)	If Stagnation Sanctioned YES				Eligible for Stagnation YES but not Sanctioned, Reason.
							Salary Arrears Paid		Pension Arrears Paid		
							Amount	Date of Payment	Amount	Date of Payment	
1											
2											
3											
4											
5											
6											
7											
8											
9											
10											



Annexure - II

Stagnation Increment Data Sheet - Employees retired during 01.11.2017 to 31.10.2020 (XI Bipartite Settlement)

SNo	Name	PF No	Date of Retirement	Award Or Scale - 1/2/3/4	Eligible for Stagnation Increment (Yes /No)	Stagnation Sanctioned (Yes / No)	If Stagnation Sanctioned YES				Eligible for Stagnation YES but not Sanctioned, Reason.
							Salary Arrears Paid		Pension Arrears Paid		
							Amount	Date of Payment	Amount	Date of Payment	
1											
2											
3											
4											
5											
6											
7											
8											
9											
10											

