



NATIONAL CONFEDERATION OF BANK EMPLOYEES

(Registered Under the Trade Unions Act 1926 - Registration No. B-2334)

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All letters to be addressed to the General Secretary

CIRCULAR NO: 15

Date: 30.09.2025

TO ALL AFFILIATES & MEMBERS

Dear Comrades,

**IBA CLARIFICATION ON ADDITIONAL INCREMENTS FOR SUBORDINATE STAFF
(JAIIB/CAIIB) ON PROMOTION TO CLERICAL CADRE**

In terms of the provisions of the Bipartite Settlement, subordinate staff who acquire professional qualifications of JAIIB/CAIIB are eligible for additional increments in their pay scales — **one increment for JAIIB and two increments for CAIIB.**

For clerical staff promoted to officer cadre, the fitment formula already provides that in cases where JAIIB/CAIIB has been acquired prior to promotion, such increments are notionally reduced from the Basic Pay. After fitment in clerical cadre, the corresponding additional increments are then granted in the pay scale of Officer Grade Scale I.

It has, however, been observed that a similar provision was not available in the fitment formula for subordinate staff on promotion to clerical cadre. On our taking up the matter with IBA, the issue has since been clarified vide their Circular No. **HR&IR/MBR/FITMENT/2538 dated 30.09.2025** (copy enclosed).

Accordingly, subordinate employees who have passed JAIIB/CAIIB and are thereafter promoted to clerical cadre will also be eligible for:

- Notional reduction of such increments from their Basic Pay, and
- Addition of these increments after fitment in the clerical cadre.

Affiliates are advised to pursue the matter with their respective managements for **revision of fitment** in the case of eligible subordinate staff who had qualified JAIIB/CAIIB prior to their promotion to clerical cadre. Eligible employees may also submit individual representations to the management, making reference to the above-mentioned IBA Circular.

With warm greetings,

Yours comradely,



**(L CHANDRASEKHAR)
GENERAL SECRETARY**

NATIONAL CONFEDERATION OF BANK EMPLOYEES.....	ZINDABAD
UNITED FORUM OF BANK UNIONS.....	ZINDABAD
OUR SOLIDARITY.....	ZINDABAD
OUR UNITY.....	ZINDABAD
INQUILAB.....	ZINDABAD



Indian Banks' Association

HR & INDUSTRIAL RELATIONS

HR&IR/MBR/FITMENT/2538

September 30, 2025

MD & CEOs of all Member Banks party to the 12th Bipartite Settlement / 9th Joint Note signed on 08.03.2024

Dear Sir/Madam,

Fitment Formula under XII BPS

1. We refer to our circular **HR&IR/MBR/515/2024-25/1340** dated **August 17, 2024**, regarding the implementation of the **XII Bipartite Settlement fitment formula**.
2. We have provided the fitment formula for clerical staff on promotion to Officer who have passed JAIIB or CAIIB qualifications at the time of promotion in point No. 5 under the Note, which is reproduced below.

"If the promotee Officer has passed JAIIB/CAIIB at the time of his promotion, notional basic pay will be arrived at after reducing the increments earned for passing JAIIB/CAIIB, from the clerical basic pay. He shall then be fitted in the Officers' scale in accordance with the above table and the reduced number of increments earned shall be added with basic pay so fixed, in the Officers' scale. The date of increment will be determined as per (1&2) above, if after reduction of increments in the clerical cadre, the basic pay falls in the lower clubbed stage."

3. We would like to suggest that the same guideline **shall also be considered in cases of promotion from Sub-Staff to Clerical Cadre**, provided the Sub-staff employee has completed JAIIB/CAIIB qualifications at the time of such promotion.
4. Member Banks are requested to be guided accordingly and ensure uniform application of this formula while effecting fitments under the XII BPS, after seeking approval from the appropriate level.

Yours faithfully,

Sd..

Brajeshwar Sharma
Senior Advisor (HR & IR)