



# FEDERATION OF SBI PENSIONERS' ASSOCIATIONS

Regn. No. S/17025 of 1986 Under Societies Registration Act 1860 (Delhi)

ADMINISTRATIVE OFFICE, BENGALURU

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**Ref No.FSBIPA/22/2025**

**Date: 27 October 2025**

The Dy. Managing Director (HR) &  
Corporate Development Officer,  
State Bank of India,  
Corporate Centre,  
Madame Cama Road,  
MUMBAI 400021

Dear Sir,

**NEWLY INTRODUCED STAGNATION INCREMENT TO THE SCALE-V OFFICERS WHO WERE IN SERVICE ON 01.11.2017**

Please refer to the 7<sup>th</sup> Joint Note dated 25.05.2015 and 8<sup>th</sup> Joint Note dated 11.11.2020, signed between the four Officers' organisations and the Indian Banks Association (IBA).

2. The brief particulars of newly introduced stagnation increment to SMGS-IV Officers under 7<sup>th</sup> Joint Note dated 25.05.2015 and to SMGS-V Officers under 8<sup>th</sup> Joint Note dated 11.11.2020 are furnished hereunder:

S.No.	Provision for newly introduced stagnation increment to SMGS-IV Officers under 7 <sup>th</sup> Joint Note dated 25.05.2015	Provision for newly introduced stagnation increment to SMGS-V Officers under 8 <sup>th</sup> Joint Note dated 11.11.2020
1	Effective Date of Wage Revision – <b>01.11.2012</b>	Effective Date of Wage Revision – <b>01.11.2017</b>
2	<b>Para-2(d):</b> Officers in SMGS-IV shall be eligible for one stagnation increment of ₹1650/- three years after reaching the maximum of scale w.e.f. 01.05.2015.	<b>Para-2(f):</b> Officers in SMGS-V shall be eligible for one stagnation increment of ₹2970/- two years after reaching the maximum of scale w.e.f. 01.11.2020.
3	<b>Notional Benefit for the purpose of pension benefit alone:</b> It was clarified by IBA that the notional benefit may be extended to officers, who were otherwise eligible and retired during the period from 01.11.2012 to 30.04.2015, with monetary benefit payable from 01.05.2015.	<b>Notional Benefit for the purpose of pension benefit alone:</b> The response of IBA, in this regard is that “there is no enabling provision either in 8 <sup>th</sup> Joint Note dated 11.11.2020 of any subsequent clarification given by us in the matter, to consider one stagnation increment notionally for those retired officers in SMGS-V on or after 01.11.2017 and upto 31.10.2020.”

3. It can be observed from the above table that the conditions relating sanction of new Stagnation Increment to Officers in SMGS-IV under 7<sup>th</sup> Joint Note dated 25.05.2015 and to SMGS-V Officers under 8<sup>th</sup> Joint Note dated 11.11.2020 are same but for eligibility of notional stagnation increment for the purpose of pension benefits alone from the starting date of revision of Scales of Pay, i.e., effective from 01.11.2012 and 01.11.2017 under the above-referred 7<sup>th</sup> and 8<sup>th</sup> Joint Notes.

4. The reasons for not providing the notional benefit of new stagnation increment to Officers in SMGS-V, who had retired between 01.11.2017 and 31.10.2020 (from the starting date of revision in scales of pay to the date upto which the monetary effect is not provided) are not known.

5. In this connection, our submissions are as under:

- a. Keeping in view the cost constraints, it was agreed to release the consequential financial benefit to the employees from 1<sup>st</sup> May 2015 under 7<sup>th</sup> Joint Note dated 25.05.2015 and from 1<sup>st</sup> November 2020 under the 8<sup>th</sup> Joint Note dated 11.11.2020.
- b. The conditions for sanction of new stagnation increment provided to Officers in Scale-V under 8<sup>th</sup> Joint Note dated 11.11.2020 are akin to the provisions for sanction of new stagnation increment to Officers in SMGS-IV under the 7<sup>th</sup> joint Note dated 25.05.2015.
- c. Majority of the Officers in Scale-V, who have completed more than 2 years' period after reaching maximum in their scale of pay and are eligible for the new stagnation increment from the effective date or 01.11.2017, whichever is later, are denied of their eligible benefit on account of the agreed date of monetary effect i.e., 01.11.2020.
- d. When the service conditions agreed for Officers in SMGS-IV and SMGS-V under the above-referred Joint Notes dated 25.05.2015 and 11.11.2020 respectively, provision notional benefit of stagnation increment for the purpose of pension from the effective date of revision in scales of pay to Officers in SMGS-IV alone and denial of the same to Officers in SMGS-V is contradictory, biased, anomalous and unreasonable.

6. With due consideration to the above submissions and taking into account the time lapse of around 5 years since signing of the 8<sup>th</sup> Joint Note, we request you to kindly take up the matter with Indian Banks Association, on urgent basis, for provision of notional benefit of new stagnation increment Officers in Scale-V, from the date of their actual eligibility i.e., two years since reaching maximum in their scale of pay or from 01.11.2017, whichever is later.

Please treat the matter as **URGENT** and we shall be glad to have your advices on the developments in this regard.

With best regards,

Yours faithfully,



**(G.D. NADF)**  
**GENERAL SECRETARY**