



FEDERATION OF PENSIONERS' ASSOCIATION

Dear Sir / Madam,

STAFF : SUPERVISING **SALARY REVISION**

We have been advised by Indian Banks Association that the proposal for salary revision for officers in public sector banks from 01.11.2007 has been finalised and necessary guidelines in this regard have been issued by them (IBA) to member banks. In this connection, IBA has signed a Joint Note with the representatives of the All India Bank Officers' Confederation (AIBOC), All India Bank Officers' Association, (AIBOA), Indian National Bank Officers' Congress (INBOC) and National Organisation of Bank Officers (NOBO) on a package for salary revision for officers in public sector banks on 27.4.2010, the salient features of which, as applicable to our Bank, are given in Annexure I.

2. The IBA has now advised us that they have since obtained no objection from the Government of India for implementation of the revised scales of pay, Dearness Allowance, HRA and other provisions of the Joint Note and therefore, pending completion of formalities for amendments to the Officers' Service Rules/Regulations as per the procedure laid down in this behalf, banks may disburse immediately an ad hoc amount equivalent to the net arrears payable for the period November 2007 to April 2010 and further continue to pay the ad hoc amount equal approximately to the increase in emoluments on the basis of month-to-month calculation of the old and revised emoluments from May 2010 onwards till formalities for amending the Officers' Service Rules are completed.

3. The Executive Committee of the Central Board has also accorded its approval to the revised salary scales of officers and to relevant provisions of the Joint Note other than Medical Aid, Pension and Hospitalisation Expenses, which may be implemented in our Bank from the respective dates as mentioned in the Joint Note signed by the IBA & Officers' organisations, and to implement the provisions of salary package as contained in Annexure I. Accordingly, it has been decided to disburse to officers, an ad hoc amount equivalent to the net arrears payable for the period 01.11.2007 to 30.04.2010. Also, an ad hoc amount equal to the increase in emoluments worked out, on the basis of month-to-month calculation of the

old and revised emoluments from May 2010 onwards may continue to be paid till formalities for amending SBI Officers' Service Rules are completed.

4. We further advise as under :-

- (i) For fitment in the revised salary scales HRMS will upload revised fitment on HRMS arrears calculation site and the same may be checked by the respective authorised officials of concerned offices/branches as per the instructions issued/being issued by HRMS separately. If found correct, then it should be validated on the HRMS site or changes if any should also be posted on HRMS site by the authorised officials. The fitment may suitably be advised to officers on the format given in Annexure II. It may be prepared in triplicate in each case: one copy to be given to the officer concerned, duplicate to be retained at branch/office where he/she is posted and third copy to be placed in respective service files.
- (ii) In case of an officer promoted to next higher grade/scale any time after 01.11.2007, he may be first fitted provisionally in the new scale of pay on stage-to-stage basis as on 01.11.2007 and, thereafter, he will be fitted in the new scale on the date of promotion. In case of a clerical employee promoted to JMGS I on or after 01.11.2007, he will be given provisional fitment in the new scale on stage-to-stage basis as per Annexure IV. In this connection, the new fitment formula (on promotion from clerical to JMGS I) has not yet been finalised by the IBA. As soon as this is done, we will be advising the Circles the final fitment chart for such officers.
- (iii) As on 01.11.2007, personal allowance/adjusting allowance, if any, is payable to the officers, it shall not be reduced on account of initial fitment in the new scales. Such adjustment, however, shall be made on account of any increment or Professional Qualification Allowance on or after 01.11.2007.
- (iv) As regards payment of arrears in respect of officers who ceased to be in service of the Bank on or after 01.11.2007, they may be paid arrears of salary revision on ad hoc basis, pending amendment of SBI Officers' Service Rules.
- (v) Officers in service who had encashed Privilege Leave between 01.11.2007 till implementation of the revised salary, may be paid arrears on eligible components for the relevant period.
- (vi) Officers who were placed under suspension prior to date of salary revision (i.e. 01.11.2007) should **not** be given the benefit of allowance. In other words, the officer placed under suspension prior to 01.11.2007 shall continue to draw subsistence allowance on the pre-revised salary only. However, where an officer was placed under suspension on or after 01.11.2007, his provisional fitment in the revised scale may be done as on 01.11.2007. Consequently, the subsistence allowance payable to him may also be recalculated on the basis thereof and resultant arrears of salary and subsistence allowance, if any, should be paid to him.

- (vii) Medical Officers and officers on contractual service in the Bank are governed by separate/special salary scales. As such, the above guidelines will not be applicable in their case.
- (viii) Officers who are on deputation to other organisations within the country but are drawing salary and allowances from the Bank are also eligible for the provisions as mentioned above. Where the salary and allowances are being paid by the organisation where they have been deputed to, the revised salary and allowances payable to them may be suitably advised to the organisation concerned.
- (ix) The Probationary Officers (POs) and Trainee Officers (TOs) who were appointed as such before 01.11.2007 (and were still on probation on that day) may be given stage-to-stage provisional fitment as on the said date in the revised pay scale for JMGS I. Similarly, POs and TOs who were appointed as such on or after 01.11.2007 may be provisionally fitted on the date of their appointment 4 stages above the starting basic pay in the revised JMGS I. In other words, such officers may be fitted at a basic pay of Rs. 16900/-(corresponding to Rs. 11,880/- in the old scale). The above instructions are not applicable in respect of e-SBS Probationary Officers/ Trainee Officers who were appointed prior to date of acquisition (i.e.13.08.2008).
- (x) The payment of arrears on account of salary revision will be made by HRMS. For the purpose of calculation of arrears, the details of salary paid from 1.4.2009 are available with HRMS. Branches/offices are required to provide/ upload the details of salary paid to the officers during the period 1.11.2007 to 31.3.2009 to HRMS/HRMS website as per the instructions and guidelines issued by HRMS. No Branch / offices are allowed to pay arrears of salary. Please note that arrears and the revised salary can be paid only after receipt of all these duly authorised data.
- (xi) The HRMS will make payment of arrears for the period 01.11.2007 to 31.03.2010 by debit to the Central Accounts Office, Calcutta and arrears for the period 01.04.2010 onwards by debit to charges account of the respective branch/office. The required year-wise statement of payment of arrears would be generated by HRMS.
- (xii) In case of e-SBS officers the arrears of salary and other benefits, prior to the date of acquisition, will have to be calculated as per Industry level provisions. The operating instructions / guidelines for calculation of arrears / uploading of salary payment details to e-SBS officers during the 1.11.2007 to 12.8.2008 will be issued separately by HRMS.
- (xiii) Members of SBI Employees' Provident Fund who are making additional contribution to Provident Fund in terms of Rule 12 (C) of the Fund Rules may be permitted to opt, if they so desire, not to make additional contribution on arrears of salary for the period from 01.11.2007 upto the month of payment of arrears on account of salary revision. Further, the members may be permitted to opt for appropriation of the additional contribution already made by them in terms of Rule 12 (C) of the

Provident Fund Rules for the period as stated earlier towards the arrears of compulsory contribution required to be made by them in terms of Rule 12(i) of SBI Employees' Provident Fund Rules.

- (xiv) The Provident Fund deductions made from ad hoc payment may be credited to the Provident Fund accounts of the officers.
- (xv) Necessary provision in pension fund consequent upon payment of arrears of salary on the basis of the revised pay scales would be made by Central Accounts Office, Kolkata as per the instructions contained in our Circular letters No.CDO/PPG/1 dated 7th June 2004 and CDO/PPG/RLS/597 dated 6th September 2004.

5. We enclose the following charts for your use.

Annexure I	-	Salient features of salary revision.
Annexure II	-	Format for advising revised pay scales
Annexure III	-	Format for reporting consolidated statement of arrears paid to officers for the period 01.11.2007 to 31.03.2010.
Annexure IV	-	Stage-to-Stage fitment chart
Annexure V	-	Dearness Allowance payable on pre-revised Basic Pay for the period 01.11.2007 to 31.07.2010.
Annexure VI	-	Dearness Allowance payable on the revised Basic Pay for the period 01.11.2007 to 31.07.2010.
Annexure VII	-	Statement showing the HRA & CCA payable on pre-revised and revised Basic Pay.

6. In this connection, for any clarification, a reference may be made to us.

ANNEXURE I

SALARY REVISION FOR OFFICERS PROVISIONS OF JOINT NOTE SIGNED BY IBA WITH REPRESENTATIVES OF AIBOC, AIBOA, INBOC AND NOBO ON THE 27TH APRIL 2010 RELEVANT TO STATE BANK OF INDIA

1) Scales of Pay

Scale I -	14500	$\frac{600}{7}$	18700	$\frac{700}{2}$	20100	$\frac{800}{7}$	25700
Scale II -	19400	$\frac{700}{1}$	20100	$\frac{800}{10}$	28100		
Scale III -	25700	$\frac{800}{5}$	29700	$\frac{900}{2}$	31500		
Scale IV -	30600	$\frac{900}{4}$	34200	$\frac{1000}{2}$	36200		
Scale V -	36200	$\frac{1000}{2}$	38200	$\frac{1100}{2}$	40400		
Scale VI -	42000	$\frac{1200}{4}$	46800				
Scale VII -	46800	$\frac{1300}{4}$	52000				

Fitment:

Fitment shall be stage-to-stage, i.e. on corresponding stages from 1st stage onwards and the increments shall fall on the anniversary date as usual.

2) Stagnation Increments

- a. Officers in JM Grade Scale I who have moved to scale of pay for MMG Scale II in terms of Regulation 5(b) after reaching maximum of the higher scale shall be eligible for four stagnation increments for every three completed years of service of which first two shall be Rs.800/- each and next two Rs.900/- each.

Provided that officers who have completed three years or more after receipt of the second stagnation increment as on 1.11.2007 will get the third stagnation increment on 1.11.2007 and another stagnation increment on or after 1.11.2008 on their completion of six years after receipt of second stagnation increment.

- b. Officers in MMG Scale II who have moved to scale of pay for MMG Scale III in terms of Regulation 5(b) after reaching maximum of higher scale shall be eligible for three stagnation increments of Rs.900/- each for every three completed years of service.

Provided that officers who have completed three years or more after receipt of the first stagnation increment as on 1.11.2007 will get the next stagnation increment with effect from 1.11.2007 and a subsequent stagnation increment on or after 1.11.2008 on their completion of six years after receipt of the first stagnation increment

Provided further those officers in substantive MMG Scale III i.e. those who are recruited in or promoted to MMG Scale III shall be eligible for four stagnation increments of Rs.900/- each for every three completed years of service. Those who have already received two stagnation increments and completed more than three years of service after receipt of second stagnation increment as on 1.11.2007 will get the third stagnation increment on 1.11.2007 and the fourth stagnation increment, on or after 1.11.2008 on their completion of six years after receipt of second stagnation increment

3) **Dearness Allowance**

On and from 1.11.2007, Dearness Allowance shall be payable for every rise or fall of our points over 2836 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100 at 0.15% of Pay.

4) **House Rent Allowance**

	I	II
i)	Major "A" Class Cities and Project Area Centres in Group A	8.5% of Pay
ii)	Other places in Area I and Project Area Centres in Group B	7.5% of Pay
iii)	Other places	6.5% of Pay

Provided that if an officer produces a rent receipt, the House Rent Allowance payable to him/her shall be the actual rent paid by him/her for the residential accommodation in excess over 1.2% of Pay in the first stage of the Scale of Pay in which he/she is placed with a maximum of 150% of the House Rent Allowance payable as per aforesaid rates mentioned in Column II above.

Note:

The claims of officer employees for House Rent Allowance linked to the cost of their ownership accommodation shall also be restricted to 150% of House Rent Allowance as hitherto.

5) **City Compensatory Allowance**

	Area	Rate	Maximum Amount
i)	Places in Area I and in the State of Goa	4% of Basic Pay	Rs.540/- p.m.
ii)	Places with population of five lakhs and over and State Capitals and Chandigarh, Puducherry and Port Blair	3% of Basic Pay	Rs.375/- p.m.

6) **Provident Fund**

Officers of State Bank of India will continue to be covered by Contributory Provident Fund Scheme as hitherto.

7) **Recovery of House/Furniture Rent**

- i. House rent recovery shall be @ 1.20 % of the first stage of the scale of pay in which the officer is placed or the standard rent for the accommodation, whichever is less.
- ii. Furniture rent recovery shall be @ 0.25% of the first stage of the scale of pay in which the officer is placed.

8) **Fixed Personal Pay (w.e.f. 1.11.2007)**

Fixed Personal Pay together with House Rent Allowance shall be at the following rates and shall remain frozen for the entire period of service.

Increment Component (Rs.)	DA as on 1.11.2007 (Rs.)	Total F.P.P. payable where bank's accommodation is provided (Rs.)
(A)	(B)	(C)
800	58	858
900	65	965
1000	72	1072
1100	79	1179
1200	86	1286
1300	94	1394

Note:

- (i) F.P.P. as indicated in “C ” above shall be payable to those officer employees who are provided with bank’s accommodation.
- (ii) F.P.P. for officers eligible for House Rent Allowance shall be “A” + “B” plus House Rent Allowance payable on the last increment of the relevant scale of pay.
- (iii) The increment component of F.P.P. shall rank for superannuation benefits.

9) **Professional Qualification Pay (PQP) (w.e.f. 1.11.2007)**

(A) Officers shall be eligible for professional qualification pay as under :

- (i) Those who have passed only CAIIB – Part I / JAIIB

Rs.410/- p.m. one year after reaching top of the scale.

- (ii) Those who have passed both parts of CAIIB –

a. Rs.410/- p.m. one year after reaching top of the scale.

b. Rs.1030/- p.m. two years after reaching top of the scale.

- (B) An Officer employee acquiring JAIIB/CAIIB (either or both parts) qualifications after reaching the maximum of the scale of pay, shall be granted from the date of acquiring

such qualification the first installment of PQP and the release of subsequent installments of PQP shall be with reference to the date of release of first installment of PQP.

Provided further that in a case where an officer, as on the date of this Joint Note, has already acquired any of the above said qualifications and has not earned any increment or PQP on account of acquiring such qualification/s, he may be, with effect from 1st November 2007 or the date of acquiring such qualification/s, whichever is later, released PQP as provided herein above.

10) **Other Allowances**

(i) **Deputation Allowance**

On and from 1st May 2010, Deputation Allowance shall be at the following rates :

- a) An officer deputed to serve outside the bank – 7.75% of Pay with a maximum of Rs.2,300/- p.m.
- b) An officer deputed to an organization at the same place or to the training establishment of the bank – 4% of Pay with a maximum of Rs.1200/- p.m.

(ii) **Hill and Fuel Allowance (w.e.f. 1.11.2007)**

	Place	Rate
a)	Places with an altitude of 1000 metres and above but less than 1500 metres and Mercara Town	2% of Pay subject to a maximum of Rs.550/-p.m.
b)	Places with an altitude of 1500 metres and above but less than 3000 metres.	2.5% of Pay subject to a maximum of Rs.680 p.m.
c)	Places with an altitude of 3000 metres and above.	5% of Pay subject to a maximum of Rs.1570/-p.m.

(iii) **Halting Allowance (w.e.f. 1.5.2010)**

Grade/Scales of Officers	Major 'A' Class Cities (Rs.)	Area I (Rs.)	Other Places (Rs.)
Officers in Scale IV & above	1000/-	800/-	700/-
Officers in Scale I/II/III	800/-	700/-	600/-

Provided that in the case of officers in Scale IV and above, halting allowance payable per diem while on outstation work at the four metros, viz. Delhi, Mumbai, Kolkata and Chennai, shall be Rs.1200/- and for officers in Scale I/II/III Rs.1000/-.

(iv) **Special Area Allowance (w.e.f. 1.11.2007)**

At places where special area allowance is payable in terms of Regulation 23(ii) of Officers' Service Regulations, 1979/1982, the said allowance shall be payable at rates as in Annexure IV.

(v) **Mode of Travel and Expenses on Travel (w.e.f. 1.5.2010)**

The following provisions shall apply wherever an officer is required to travel on duty :

- (a) An officer in Junior Management Grade is entitled to travel by 1st Class or AC 2-tier Sleeper by train. He may, however, travel by air (economy class) if so permitted by the Competent authority, having regard to the exigencies of business or public interest.
- (b) An officer in Middle Management Grade is entitled to travel by 1st Class or AC 2-tier Sleeper by train. He may, however, travel by air (economy class) if the distance to be travelled is more than 1000 kms. He may, however, travel by air (economy class) even for a shorter distance if so permitted by the Competent Authority, having regard to the exigencies of business or public interest.
- (c) An officer in Senior Management or Top Executive Grade is entitled to travel by AC 1st Class by train or by air (economy class).
- (d) An officer in Senior Management or Top Executive Grade may travel by car between places not connected by air or rail provided that the distance does not exceed 500 km. However, when a major part of the distance between the two places can be covered by air or rail only the rest of the distance should normally be covered by car.
- (e) Any other officer may be authorised by the Competent Authority, having regard to the exigencies of business, to travel by his own vehicle or by taxi or by the Bank's vehicle.

The remaining provisions as in Sub-regulations (2) & (3) of Regulation 41 of Officers' Service Regulations shall remain unchanged.

(vi) **Leave Travel Concession (w.e.f. 1.5.2010)**

1. During each block of 4 years, an officer shall be eligible for leave travel concession for travel to his place of domicile once in each block of two years. Alternatively, he may travel in one block of two years to his place of domicile and in another block of two years to any place in India by the shortest route.
2. Alternatively, an officer, by exercising an option anytime during a 4 year block or two year block, as the case may be, surrender and encash his LTC (other than travel to place of domicile) upon which he shall be entitled to receive an amount equivalent to 75% of the eligible fare for the class of travel by train to which he is entitled upto a distance of 4500 kms. (one way) for officers in JMG Scale I and MMG Scale II & III and 5500 kms (one way) for officers in SMG Scale IV and above. An officer opting to encash his LTC shall prefer the claim for himself / herself and his / her family members only once during the block / term in which such encashment is availed of. The facility of encashment of privilege leave while availing of Leave Fare Concession is also available while encashing the facility of LTC.
3. The mode and class by which an officer may avail of Leave Travel Concession shall be the same as the officer is normally entitled to travel on transfer and other terms and

conditions subject to which the Leave Travel Concession may be availed of by an officer, shall be as decided by the Board from time-to-time. Provided that w.e.f.1st May 2010 an officer in Junior Management Grade Scale I while availing LTC will be entitled to travel by air in the lowest fare economy class in which case the reimbursement will be the actual fare or the fare applicable to AC 1st Class fare by train for the distance traveled whichever is less. The same rules shall apply when an officer in Middle Management Grade Scale II and Middle Management Grade Scale III while availing LTC where the distance is less than 1000 kms.

(vii) **Definition of Family:**

- a. For the purpose of medical facilities and for the purpose of leave fare concession, the expression 'family' of an officer shall mean an officer's spouse, wholly dependent unmarried children (including step children and legally adopted children), physically challenged brother/sister with 40% or more disability, as also parents ordinarily residing with and wholly dependent on the officer.
- b. The term wholly dependent child/parent, wholly dependent physically challenged brother/sister shall mean such member of the family having a monthly income not exceeding Rs.3500/- p.m. If the income of one of the parents exceeds Rs.3,500/- p.m. or the aggregate income of both the parents exceeds Rs.3,500/- p.m., both the parents shall not be considered as wholly dependent on the officer.

11) **Project Area Allowance**

On and from 1st November 2007, Project Area Compensatory Allowance shall be payable at the following rates :

Project Areas falling in Group A – Rs.290/- p.m.

Project Areas falling in Group B – Rs.255/- p.m.

12) **Mid Academic Year Transfer Allowance**

On and from 1st May 2010, Mid Academic Year Transfer Allowance shall be payable at Rs.700/- p.m. subject to other conditions.

13) **Split Duty Allowance**

On and from 1st November 2007, Split Duty Allowance shall be payable at Rs.165/- p.m.

14) **Maternity Leave (w.e.f. 1.5.2010)**

- (a) Maternity leave, which shall be on substantive pay, shall be granted to a female employee for a period not exceeding 6 months on any one occasion and 12 months during the entire period of her service.
- (b) Within the overall period of 12 months, leave may also be granted in case of miscarriage/abortion/MTP.
- (c) Within the overall period of 12 months, leave may also be granted in case of hysterectomy upto a maximum of 45 days.

15) **Date of Effect**

For payment of arrears, the benefits under various provisions as above, shall be from 1st November 2007, unless otherwise specified against the relevant provisions.

Special Area Allowance

Sr. No.	Area	Allowances (Rs.)	
		Pay below Rs.14,700/-	Pay above Rs.14,700/-
1	2	3	4
1.	Mizoram		
	a) Chimgtuipui District and areas beyond 25 kms. from Lunglei town in Lunglei District.	2000	2600
	b) Entire Lunglei District excluding areas beyond 25 Kms from Lunglei town	1600	2100
	c) Throughout Aizawl District	1200	1500
2.	Nagaland	1600	2100
3.	Andaman & Nicobar Islands		
	a) North Andaman, Middle Andamans, Little Andaman, Nicobar & Narcondum Islands	2000	2600
	b) South Andaman (including Port Blair)	1600	2100
4.	Sikkim	2000	2600
5.	Lakshadweep Islands	2000	2600
6.	Assam	320	400
7.	Meghalaya	320	400
8.	8. Tripura		
	a) Difficult areas of Tripura	1600	2100
	b) Throughout Tripura except difficult areas.	1200	1500
9.	Manipur	1200	1500
10.	10. Arunachal Pradesh		
	a) Difficult areas of Arunachal Pradesh	2000	2600
	b) Throughout Arunachal Pradesh other than difficult areas.	1600	2100
11.	Jammu & Kashmir		
	1) Kathua District: Niabat Bani, Lohi, Malhar and Machhodi	2000	2600
	2) Udhampur District:		
	a) Dudu Basantgarh, Lander Bhamag Illaqa, other than those included in Part 2(b).	2000	2600
	b) Areas upto Goel from Kamban Side and areas upto Arnas from Keasi side in Tehsil Mohre.	1600	2100

	3) Doda District: Illaquas of Padder and Niabat Nowgam in Kishtwar Tehsil	2000	2600
	4) Leh District : All places in the District	2000	2600
	5) Barmulla District		
	a) Entire Gurez-Nirabat, Tangdar Sub-Division and Keran Illaqua	2000	2600
	b) Matchill	1600	2100
	6) Poonch and Rajouri District : Areas in Poonch and Rajouri District excluding the towns of Poonch and Rajouri and Sunderbani and other urban areas in the two Districts	1200	1500
		1200	1500
	7) Areas not included in (1) to (6) above, but which are within the distance of 8 k ms. from the line of Actual Control or at places which may be declared as qualifying for border allowance from time-to-time by the State Government for their own staff.		
12.	12. Himachal Pradesh		
	(1) Chamba District		
	(a) Pangi Tehsil, Bharmour Tehsil, Panchayats : Badgaun, Bajol, Deol Kugti, Nayagam and Tundah, Villages: Ghatu of Gram Panchayat Jagat, Kanarsi of Gram Panchayat Chauhata	2000	2600
	(b) Bharmour Tehsil, excluding Panchayats and Villages included in (a) above.	1600	2100
	(c) Jhandru Panchayat in Bhatiyat Tehsil, Churrah Tehsil, Dalhousie Town (including Banikhet proper).	1200	1500
	(2) Kinnaur District:		
	a) Asrang, Chitkul and Hango Kuno/ Charang Panchayats, 15/ 20 Area comprising the Gram Panchayats of Chhota Khamba, Nathpa and Rupi, Pooh Sub-Division, excluding the Panchayat Areas specified above.	2000	2600
	b) Entire District other than Areas included in (a)	1600	2100

	above.		
(3)	Kullu District:		
a)	15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga, Kushwar and Sarga	2000	2600
b)	Outer-Saraj (excluding villages of Jakat-Khana and Burrow in Nirmand Tehsil) and entire District excluding outer Seraj area and pargana of Pandrabis but including villages Jagat-Khana and Burrow of Tehsil Nirmand).	1200	1500
(4)	Lahaul and Spiti District : Entire area of Lahaul and Spiti	2000	2600
(5)	Shimla District :		
a)	15/20 area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadan a, Sarpara and Chadi-Branda.	2000	2600
b)	Dora-Kawar Tehsil, Gram Panchayat of Darkali in Rampur, Kashapath Tehsil and Munish, Ghori Chaibis of Pargana Sarahan.	1600	2100
c)	Chopal Tehsil and Ghoris, Panjgaon, Patsnau, Naubis and Teen Koti of Pargana Sarahan, Deothi Gram Panchayat of Taklesh Area, Pargana Bar abis, Kasba Rampur and Ghori Nog of Pargana Rampur of Rampur Tehsil, Simla Town and its suburbs (Dhalli, Jatog, Kasumpti, Mashobra, Tar adevi and Tutu).	1200	1500
(6)	Kangra District:		
a)	Areas of Bara Bhargal and Chhota Bhargal	1600	2100
b)	Dharamshala Town of Kangra District and the following offices located outside the Municipal limits but included in Dharamshala Town-Women's ITI, Dari, Mechanical Workshop, Ramnagar, Child Welfare and Town and Country Planning Offices, Sakoh, CRSF Office at lower Sakoh, Kangra Milk Supply Scheme, Dugiari, HRTC Workshop, Sadher, Zonal Malaria Office, Dari, Forest Corporation Office, Shamnagar, Tea Factory, Dari, I.P.H. Sub-Division, Dan, Settlement Office, Shamnagar, Hinwa Project, Shamnagar.		

	<p>Palampur Town of Kangra District including HPKVV Campus at Palampur and the Following offices located outside its municipal limits but included in Palampur Town – H.P. Krishi Vishwavidhalaya Campus, Cattle Development Office/Jersey Farm, Banuri, Sericulture Office/Indo-German Agriculture Workshop/HPPWD Division, Bundla, Electrical Sub-Division, Lohna, D.P.O. Corporation, Bundla, Electrical HESEE Division, Ghuggar.</p>	1200	1500
	<p>(7) Mandi District: Chhuhar Valley of Jogindernagar Tehsil, Panchayats in thunag Tehsil-of Bagraa, Chatri, Chhotdhar, Garagushain, Gatoo, Garyas, Janjehli, Jaryar, Johar, Kalhani, Kalwan, Kholanal, Loth, Silibagi, Somachan, Thachdhar, Tachi, Thana, Pan chayats of Dharampur Block- Binga, Kamlah, Saklana, Tanyar and Tarakholah, Panchayats of Karsog Tehsil – Balidhar, Bagra, Gop alpur, Khajol, Mahog, Mehudi, Manj, Pekhi, Sainj, Sarahan and Teban, Panchayats of Sundernagar Tehsil – Bohi, Batwara, Dhanyara, Paura-Kothi, Seri and Shoja.</p>	1200	1500
	<p>(8) Sirmaur District: Panchayats of Bani, Bakhali (Pachhad Tehsil), Bharog Bheneri (Paonta Tehsil), Birla (Nahan Tehsil), Dibber (Pachhad Tehsil) and Thana Kasoga (Nahan Tehsil) and Thansgin Tract</p>	1200	1500
	<p>(9) Solan District : Mangal Panchayat</p>	1200	1500
	<p>(10) Remaining areas of Himachal Pradesh not included in (1) to (9) above.</p>	320	400
13.	<p>13. Uttarkhand</p> <p>Areas under Chamoli, Pithoragarh, Uttar Kashi, Rudraprayag and Champavat Districts</p>	2000	2600

FORMAT FOR ADVISING FITMENT

ANNEXURE II

Shri _____

STAFF : SUPERVISING
SALARY REVISION

We have to advise that, pending amendments in the SBI Officers' Service Rules, salary scales for supervising staff have been provisionally revised with effect from 01.11.2007 as under :-

<u>Grade</u>	<u>Existing Scale</u>	<u>Revised Scale</u>
	Rs.	Rs.
JMGS I	10000 – 18240	14500 - 25700
MMGS II	13820 – 19920	19400 - 28100
MMGS III	18240 – 22280	25700 - 31500
SMGS IV	20480 – 24140	30600 - 36200
SMGS V	24140 – 26620	36200 - 40400
TEGS VI	26620 – 29340	42000 - 46800
TEGS VII	29340 - 32600	46800 - 52000

2. In this connection, you were drawing a basic pay of Rs._____ on 01.11.2007 in JMGS I/MMGS III/SMGS IV/SMGS V/TEGS VI/TEGS VII. Consequent upon the provisional revision in the salary scales, your salary has been refitted as under :-

	<u>Basic Pay</u>	<u>In Scale</u>	<u>Remarks</u>
(i)	As on 01.11.2007	*	
(ii)			
(iii)			
(iv)			
(v)			

* (Here, particulars of changes in basic pay on account of increase/refitment after 01.11.2007 due to annual increment/advance increment/scale promotion/ CAIIB qualification(s) may be given).

ANNEXURE III**SALARY REVISION FOR SUPERVISING STAFF**
CONSOLIDATED STATEMENT OF ARREARS PAID

S.No.	Particulars	Scale I	II	III	IV	V	VI	VII
01.11.2007 to 31.03.2008								
1.	Basic Pay							
2.	DA							
3.	HRA							
4.	CCA							
5.	FPA							
6.	PQA							
7..	Provision for Provident Fund							
	Total							
01.04.2008 to 31.03.2009								
1.	Basic Pay							
2.	DA							
3.	HRA							
4.	CCA							
5.	FPA							
6.	PQA							
7.	Provision for Provident Fund							
	Total							
01.04.2009 to 31.03.2010								
1.	Basic Pay							
2.	DA							
3.	HRA							
4.	CCA							
5.	FPA							
6.	PQA							
7.	Provision for Provident Fund							
	Total							

ANNEXURE - IV**SALARY REVISION FOR OFFICERS - COMBINED FITMENT CHART**

Stage	Present Basic Pay	Revised Basic Pay		Stage	Present Basic Pay	Revised Basic Pay
JMG S.I				MMG S.III		
1	10000	14500		1	18240	25700
2	10470	15100		2	18800	26500
3	10940	15700		3	19360	27300
4	11410	16300		4	19920	28100
5	11880	16900		5	20480	28900
6	12350	17500		6	21040	29700
7	12820	18100		7	21660	30600
8	13320	18700		8	22280	31500
9	13820	19400		+1	22900	32400
10	14320	20100		+2	23520	33300
11	14880	20900		+3	0	34200
12	15440	21700		+4	0	35100
13	16000	22500		SMG S.IV		
14	16560	23300		1	20480	30600
15	17120	24100		2	21040	31500
16	17680	24900		3	21660	32400
17	18240	25700		4	22280	33300
18	18800	26500		5	22900	34200
19	19360	27300		6	23520	35200
20	19920	28100		7	24140	36200
+1	20480	28900				
+2	21040	29700		SMG S.V		
+3	0	30600		1	24140	36200
+4	0	31500		2	24760	37200
				3	25380	38200
				4	26000	39300
MMG S.II				5	26620	40400
1	13820	19400				
2	14320	20100				
3	14880	20900				
4	15440	21700		TEG S.VI		
5	16000	22500		1	26620	42000
6	16560	23300		2	27300	43200
7	17120	24100		3	27980	44400
8	17680	24900		4	28660	45600
9	18240	25700		5	29340	46800
10	18800	26500		TEG S.VII		
11	19360	27300		1	29340	46800
12	19920	28100		2	30020	48100
13	20480	28900		3	30700	49400
14	21040	29700		4	31600	50700
15	21660	30600		5	32600	52000
16	22280	31500				
+1	22900	32400				
+2	0	33300				
+3	0	34200				

+ indicates Stagnation Increment

