

PAY SCALE FOR OFFICE ASSISTANT (MULTIPURPOSE) AND OFFICE ATTENDANT (MULTIPURPOSE):

I. SCALES OF PAY:

With effect from 01.11.2022 the Scales of Pay shall be as under

Clerical Staff							
24050	1340	28070	1650	33020	2000	41020	2340
	3		3		4		7
57400	4400	61800	2680	64480	(20 years)		
	1		1				

Subordinate Staff							
19500	665	22160	830	26310	990	30270	1170
	4		5		4		3
33780	1345	37815	(20 years)				
	3						

Note:

- a) Fitment in the new scales of pay shall be on a stage-to-stage basis.
- b) There shall be no change in the dates of annual increments because of the fitment.
- c) In the case of Ex-servicemen category employees who have joined the Bank on and after **1st November, 2022**
 - I. And have been issued adhoc / provisional fitment, shall be re-fixed as per the provisions of 12th Bi-partite settlement with protection of emoluments as per last drawn pay in the service.
 - II. And in other cases, where regular fitment has been issued, their basic pay in the revised scales shall be re-fixed in the same manner as mentioned in Clause (a) above.
 - III. And in both the cases, there shall not be any recovery of excess emoluments paid on this account, if any.

II. STAGNATION INCREMENTS:

The Office Assistant (Multipurpose) and Office Attendant (Multipurpose) shall be eligible for eleven stagnation increments w.e.f. 1st November 2022 at the rate and frequency as stated herein under:

The Office Assistant (Multipurpose) and Office Attendant (Multipurpose) on reaching the maximum in their respective scales of pay, shall draw eleven stagnation increments at the rate of Rs.2680/- and Rs.1345/- each at frequencies of 2 years from the dates of reaching the maximum of their scales as aforesaid.

Provided further that an Office Assistant (Multipurpose) / Office Attendant (Multipurpose) already in receipt of nine stagnation increments shall be eligible for the tenth stagnation increment on 1st November 2022 or two years after receiving the ninth stagnation increment, whichever is later and draw the 11th stagnation increment two years thereafter.

Provided further that those Office Assistant (Multipurpose) / Office Attendant (Multipurpose) shall be eligible for the eleventh stagnation increment from 1st November, 2022 or four years after receiving the ninth stagnation increment whichever is later.

In other words, 10th stagnation increment shall be released 2 years after release of 9th stagnation increment and 11th stagnation increment shall be released 4 years after release of 9th stagnation increment. However, the financial benefit of 10th and /or 11th stagnation increment shall be paid with effect from 01.11.2022 or from the date of release of increment/s, whichever is later.

III. DEFINITION OF 'PAY':

'Pay' shall be defined as under:

'Pay' Components	Eligible for
Basic Pay, Stagnation increments, Special Pay, Graduation Pay/PQP, Officiating Pay and Increment component of Fixed Personal pay	Superannuation benefits - Provident Fund, Gratuity, Pension, and Defined contributory pension Scheme (DCPS) / (NPS)

'Pay' Components	Eligible for
Basic Pay, Stagnation increments, Special Pay, Graduation Pay/PQP, Officiating Pay, Special Allowance, Transport allowance	Dearness Allowance

'Pay' Components	Eligible for
Basic Pay, Stagnation increments, Special Pay, Graduation Pay/PQP, Officiating Pay,	House Rent Allowance

IV. DEARNESS ALLOWANCE:

With effect from 1st November 2022, the Dearness Allowance shall be payable as per the following rates:

Office Assistant (Multipurpose) and Office Attendant (Multipurpose): 1.00% 'Pay' per percentage point of Index.

Note: Dearness Allowance in the above manner shall be paid for every rise or fall of 123.03 points in the quarterly average of the All India Average Working-Class Consumer Price Index (General) Base 2016=100. i.e., 0.01% change in DA on 'Pay' for change in every second decimal place of CPI 2016 over 123.03 points.

The change in the Dearness Allowance rate will be released on a quarterly basis on 1st May, 1st August, 1st November and 1st February based on the following:

D.A release date	Quarterly average of CPI points of the months	Applicable for the month
1 st May	January, February and March	May, June and July

1 st August	April, May and June	August, September and October
1 st November	July, August and September	November, December and January
1 st February	October, November and December	February, March and April

- (a) It is clarified that there shall be no ceiling on Dearness Allowance.
- (b) All other existing provisions relating to Dearness Allowance Scheme shall remain unchanged.
- (c) While working out quarterly average up to first two decimals will be considered.

V. HOUSE RENT ALLOWANCE:

With effect from 01.11.2022, the House Rent Allowance shall be payable at the following rates.

Area	Rate as percentage of 'Pay' (No Minimum/ No Maximum)
At all centres	10.25%

Note:

1. 'Pay' means as defined in Clause 3 of the Circular hereinabove.
2. All other existing provisions relating to House Rent Allowance shall remain unchanged.

Provided further that when a workman employee is transferred out of the station other than on request, he/she may, in lieu of HRA as above, claim reimbursement of house rent upto 150% of HRA otherwise payable and subject to submission of self-declaration for having incurred the said amount.

VI. SPECIAL ALLOWANCE:

With effect from 01.11.2022, Special Allowance to Office Assistant (Multipurpose) and Office Attendant (Multipurpose) shall be paid at 26.50% of the Basic Pay with applicable DA thereon. This shall not be reckoned for superannuation benefits Viz., pension including contribution to NPS, PF & Gratuity.

VII. SPECIAL PAY:

With effect from 01.11.2022, the special pay payable to Office Assistant (Multipurpose) and Office Attendant (Multipurpose) who perform Special Pay duties shall be as under.

Sl. No	Cadre	Special pay	Amount (Rs Per Month)
1	Office Attendant(Multipurpose)	Daftary	1145/-

2	Office Attendant(Multipurpose)	Driver	4825/-
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VIII. GRADUATION PAY AND PROFESSIONAL QUALIFICATION PAY (w.e.f 01.11.2022)

Office Assistant (Multipurpose):

The Graduation pay and Professional Qualification Pay payable to the Office Assistant (Multipurpose) shall be as mentioned here under. The graduation pay and professional qualification pay as mentioned here under shall rank for superannuation benefits.

For those Office Assistant (Multipurpose) who hereafter reach or have already reached 20th stage of the scale and have got increments in consideration of educational qualification(s), Graduation Pay/Professional Qualification Pay shall be payable as under:

1. Those who are graduates and/or NDC
Rs. 820/- p.m. after they complete 1 year.
Rs. 1640/- p.m. after they complete 2 year.
2. Those who have passed JAIIB or part-I of CAIB/CAIIB
Rs.820/- p.m. after they complete 1 year
3. Those who have passed JAIIB and CAIIB or both parts of CAIIB
Rs. 820/- p.m. after they complete 1 year.
Rs. 1640/- p.m. after they complete 2 years.
Rs. 2460/- p.m. after they complete 3 years.
4. Those who are graduates / NDC and have passed JAIIB or part I of CAIB / CAIIB.
Rs.820/- p.m. after they complete 1 year.
Rs.1640/- p.m. after they complete 2 years.
Rs.2460/- p.m. after they complete 3 years.
5. Those who are graduates / NDC and have passed JAIIB or Both parts of CAIIB.
Rs.820/- p.m. after they complete 1 year.
Rs.1640/- p.m. after they complete 2 years.
Rs.2460/- p.m. after they complete 3 years.
Rs.3280/- p.m. after they complete 4 years.
Rs.4100/- p.m. after they complete 5 years.

Office Attendants (Multipurpose):

For those Office Attendants who hereafter reach or have already reached 20th stage of the scale and have got increments in consideration of passing JAIIB/CAIIB, Professional Qualification Pay shall be payable as under:

1. Those who have passed JAIIB or part-I of CAIB
Rs.820/- p.m. after they complete 1 year
2. Those who have passed JAIIB and CAIIB or both parts of CAIIB
Rs. 820/- p.m. after they complete 1 year.

Rs. 1640/- p.m. after they complete 2 years.

Rs. 2460/- p.m. after they complete 3 years.

Office Assistant (Multipurpose) acquiring a Graduation/National Diploma in Commerce(NDC) or JAIIB / CAIIB (either or both parts) qualification/s at a time when he/she does not have the requisite number of increments in the Scale to be earned as advance increments shall in the first instance be released increments for such qualification/s acquired to the extent available in the scale and in lieu of the remaining increments(s) not available for being so released as advance increments be granted / released the first installment of Graduation pay or PQP, as the case may be. Release of subsequent installments of Graduation pay or PQP shall be with reference to the date of release of Graduation Pay or PQP under this clause.

Provided that in the case of an employee acquiring such qualifications after reaching the maximum of the scale of pay, he shall be granted from the date of acquiring such qualification the first installment of Graduation Pay or PQP, as the case may be and the release of subsequent installments of Graduation Pay or PQP shall be with reference to the date of release of Graduation Pay or PQP under this clause.

Provided further that in case where the non-subordinate employee as on the date of this settlement, has already acquired JAIIB (Part-I) or CAIIB (Part-II) / Graduation after reaching maximum of the scale of pay (in case of JAIIB / CAIIB/Graduation) or after reaching 19th stage of Scale of Pay (in case of CAIIB / Graduation) and has not earned increment/s, otherwise entitled on account of acquiring such qualification, when there were no increments to provide in the scale of pay of those employees, the stagnation increment in such cases may be advanced by one year or two years as the case may be.

A member of the subordinate cadre acquiring JAIIB/CAIIB (either or both parts) qualification/s at a time when he/she does not have the requisite number of increments in the Scale to be earned as advance increments shall in the first instance be released increments for such qualification/s acquired to the extent available in the scale and in lieu of the remaining increments(s) not available for being so released as advance increments be granted / released the first installment of PQP. Release of subsequent installments of PQP shall be with reference to the date of release of PQP under this clause.

Provided that in the case of a subordinate cadre employee acquiring such qualifications after reaching the maximum of the scale of pay, he 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 PQP under this clause.

Provided further that in case where the subordinate cadre employee as on the date of this settlement, has already acquired JAIIB (Part-I) or CAIIB (Part-II) after reaching maximum of the scale of pay (in case of JAIIB / CAIIB) or after reaching 19th stage of Scale of Pay (in case of CAIIB) and has not earned increment/s, otherwise entitled on account of acquiring such qualification, when there were no increments to provide in the scale of pay of those employees, the stagnation

increment in such cases may be advanced by one year or two years as the case may be.

IX. HILL AND FUEL ALLOWANCE (w.e.f 01.11.2022):

Sl. No.	Place	Rate
i.	Places with altitude of 1000 meter and above but less than 1500 meter.	3% of pay subject to a maximum of Rs.950/- p.m
ii.	Places with altitude of 1500 meter and above but less than 3000 meter.	4% of pay subject to a maximum of Rs.1150/- p.m
iii	Places with altitude of 3000 meter and above	8% of pay subject to a maximum of Rs.2850/- p.m

X. WASHING ALLOWANCE

With effect from 01st April 2024, washing allowance shall be payable to the Office Attendant (MP) at Rs.200/- p.m., where the washing of livery is not arranged by the bank.

XI. CYCLE/TWO WHEELER ALLOWANCE:

With effect from 1st April 2024, Cycle/Two Wheeler allowance shall be payable to the Office Attendant (MP) who are required to use a cycle/two wheeler on regular assignment for outdoor duties at Rs.150/- p.m. at all centers.

Cycle/Two wheeler allowance would not be paid to workman member of the subordinate staff entitled to the allowance for the period of leave where such leave exceeds 30 days.

XII.FIXED PERSONAL PAY

In partial modification of Clause XIV of Bipartite Settlement dated 29th October 1993, Clause 13 of Bipartite Settlement dated 27th March 2000, Clause 13 of Bipartite Settlement dated 2nd June 2005, Clause 13 of Bipartite Settlement dated 27th April 2010, Clause 13 of Bipartite Settlement dated 25th May, 2015 and Clause 13 of Bipartite Settlement dated 11th November, 2020, the Fixed Personal Pay shall be revised with effect from 1st November 2022 as under:-

Area of Posting	Total FPP payable where bank's accommodation is not provided	Total FPP payable where bank's accommodation is provided	Increment component of FPP
CLERICAL STAFF			
At All Centres	3155	2880	2680
SUBORDINATE STAFF			

At All Centres	1585	1445	1345
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Note:

- (a) Only employees who were in the service of the bank on or before 1st November 1993 will be eligible for FPP, one year after reaching the maximum scale of pay, they are placed in. Those who joined the Banks on or after 2nd November, 1993 are not eligible for FPP.
- (b) Increment component of FPP shall rank for superannuation benefits.

XIII. OFFICIATING PAY

On and from 01.04.2024, a workman employee officiating in the post of Clerk/Officer in Junior Management Grade in Scale I, either for a continuous period of 4 days at a time OR an aggregate of 4 days during a calendar month, shall be paid Officiating pay of 15% of the Basic pay of the person officiating and the same shall be payable pro-rata for each day of such officiating plus applicable allowances.

XIV. TRANSPORT ALLOWANCE

With effect from 01.11.2022 Transport Allowance shall be paid as under,

All Clerical and subordinate staff	Rs.850 per month with applicable DA thereon
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Note:

The Transport Allowance with applicable DA thereon shall not be reckoned for superannuation benefits viz., Pension including contribution to DCPS(NPS), PF & Gratuity.

PAY SCALE FOR OFFICERS

I. SCALES OF PAY (W.E.F. 01.11.2022)

Scale I	48480	2000	62480	2340	67160	2680	85920
		7		2		7	
Scale II	64820	2340	67160	2680	93960		
		1		10			
Scale III	85920	2680	99320	2980	105280		
		5		2			
Scale IV	102300	2980	114220	3360	120940		
		4		2			
Scale V	120940	3360	127660	3680	135020		
		2		2			

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.

II. DEFINITION OF 'PAY':

'Pay' shall be defined as under:

'Pay' Components	Eligible for
Basic Pay, Stagnation increments, Professional Qualification Pay, Officiating Pay and Increment component of Fixed Personal pay	Superannuation benefits - Provident Fund, Gratuity, Pension, and Defined contributory Pension Scheme (DCPS) / (NPS)

'Pay' Components	Eligible for
Basic Pay, Stagnation increments, PQP, Officiating Pay, Special Allowance, Learning Allowance.	Dearness Allowance

'Pay' Components	Eligible for
Basic Pay, Stagnation increments, PQP, Officiating Pay	House Rent Allowance

III. STAGNATION INCREMENTS:

- (a) Officers in Junior Management Grade Scale-I who have moved to scale of pay for MMG Scale-II after reaching maximum on the higher scale are presently eligible for five stagnation increments. With effect from 1st November, 2022, these officers shall be eligible for seven stagnation increments with frequency of two years each, of which first two shall be Rs.2680/- each and next five shall be Rs.2980/- each.
- I. Provided further that Officers in JM Grade Scale-I who are already in receipt of five stagnation increments shall be eligible for the monetary benefit of the sixth stagnation increment of Rs.2980/- two years after the release of the fifth stagnation increment or w.e.f. 1st November, 2022, whichever is later.
 - II. Provided further that those officers in JM Grade Scale-I shall be eligible for the monetary benefit of the seventh stagnation increment four years after release of the fifth stagnation or w.e.f. 1st November, 2022, whichever is later.
- (b) Officers in MMG Scale-II who have moved to scale of pay for MMG Scale-III after reaching maximum of higher scale are presently eligible for five stagnation Increments. With effect from 1st November, 2022 these officers shall be eligible for seven stagnation increments with frequency of two years each, of Rs.2980/- each.
- i. Provided further that officers in MMG Scale-II who are already in receipt of five stagnation increments shall be eligible for the monetary benefit of the sixth stagnation increment of Rs. 2980/- two years after release of the fifth stagnation increment or w.e.f. 1st November, 2022, whichever is later.
 - ii. Provided further that those officers in MMG Scale-II who are already in receipt of five stagnation increments shall be eligible for the monetary benefit of the seventh stagnation increment four years after release of the fifth stagnation increment or w.e.f. 1st November, 2022, whichever is later.
- (c) Officers in Substantive MMG Scale-III i.e those who have recruited in or promoted to MMG scale III are presently eligible for six stagnation increments after reaching maximum of the scale. With effect from 1st November, 2022, these officers shall be eligible for eight stagnation increments, with frequency of two years each, of which first four shall be Rs. 2980/- each and next four shall be of Rs. 3360/- each.
- I. Provided further that officers in MMG Scale-III who are already in receipt of six stagnation Increments shall be eligible for the monetary benefit of the seventh stagnation increment of Rs. 3360/- two years after release of the sixth stagnation Increment or w.e.f. 1st November, 2022, whichever is later.
 - II. Provided further that those officers in MMG Scale-III who are already in receipt of six stagnation Increments shall be eligible for the

monetary benefit of the eighth stagnation increment four years after receiving the sixth stagnation increment or w.e.f. 1st November, 2022, whichever is later.

- (d) Officers in SMG Scale IV are presently eligible for two stagnation increments. With effect from 1st November, 2022, these officers shall be eligible for five stagnation Increments after reaching maximum of the scale, with frequency of two years each, of which the first stagnation Increment shall be Rs. 3360/- and next four shall be of Rs. 3680/- each.
- I. Provided further that Officers in SMG Scale-IV who are already in receipt of the two stagnation increments shall be eligible for the monetary benefit of the third stagnation increment of Rs. 3680/- two years after the release of the second stagnation Increment or w.e.f. 1st November, 2022, whichever is later.
 - II. Provided further that Officers in SMG Scale-IV who are already in receipt of the two stagnation increments shall be eligible for the monetary benefit of the fourth stagnation four years after the release of the second stagnation increment or w.e.f. 1st November, 2022 whichever is later.
 - III. Provided further that those Officers in SMG Scale-IV who are already in receipt of the two stagnation increments shall be eligible for the monetary benefit of the fifth stagnation increment six years after receiving the second stagnation or w.e.f. 1st November, 2022, whichever is later.
- (e) Officers in SMGS-V shall be eligible for one stagnation increment. With effect from 1 November, 2022, these officers shall be eligible for four stagnation Increments after reaching maximum of the scale, with frequency of two years each of Rs.4000/- each.
- I. Provided further that those officers in SMG Scale V who are already in receipt of first stagnation Increment shall be eligible for the monetary benefit of the second stagnation increment of Rs. 4000/- four years after reaching the maximum of scale or w.e.f. 1 November, 2022, whichever is later.
 - II. Provided further that officers in SMG Scale V shall be eligible for the monetary benefit of the third stagnation increment six years after reaching the maximum of scale or w.e.f. 1st November, 2022, whichever is later.
 - III. Provided further that officers in SMG Scale V shall be eligible for the monetary benefit of the fourth stagnation Increment eight years after reaching the maximum of scale or w.e.f. 1st November, 2022, whichever is later.

IV. DEARNESS ALLOWANCE:

On and from 01.11.2022, Dearness Allowance shall be payable as per the following rates:-

1.00% of 'pay' per percentage point of index.

Note: Dearness Allowance in the above manner shall be paid for every variation of rise or fall of 123.03 points in the quarterly average of the All India consumer price index for Industrial workers Base 2016=100. i.e., 0.01% change in DA on 'Pay' for change in every second decimal place of CPI 2016 over 123.03 points.

The change in the Dearness Allowance rate will be released on a quarterly basis on 1st May, 1st August, 1st November and 1st February based on the following:

D.A release date	Quarterly average of CPI points of the months	Applicable for the month
1 st May	January, February and March	May, June and July
1 st August	April, May and June	August, September and October
1 st November	July, August and September	November, December and January
1 st February	October, November and December	February, March and April

- (d) It is clarified that there shall be no ceiling on Dearness Allowance.
- (e) All other existing provisions relating to Dearness Allowance Scheme shall remain unchanged.
- (f) While working out quarterly average up to first two decimals will be considered.

V. HOUSE RENT ALLOWANCE (w.e.f. 01.11.2022):

Sl. No.	Area	Rate
i.	Major 'A' Class cities and Project Area Centres in Group A	10% of pay
ii.	Other places in Area I and Project Area Centres in Group B	9% of pay
iii	Other places	8% 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 0.35% 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 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.

VI. CITY COMPENSATORY ALLOWANCE (w.e.f. 01.11.2022):

Sl. No	AREA	MAXIMUM AMOUNT
i	Places in Area I	Rs.2300/- p.m
ii	Places with population of five lakhs and over	Rs.1900/- p.m

VII. LOCATION ALLOWANCE (Non-CCA Centres):

Effective 01.11.2022 a fixed allowance of Rs.1200/- p.m. is payable to all officers posted in areas other than the areas that are eligible for CCA. This fixed allowance shall not be reckoned for payment of DA, superannuation benefits, viz, pension including DCPS(NPS), PF and Gratuity.

VIII. LEARNING ALLOWANCE:

Officers shall be paid Learning Allowance of Rs.850/- together with applicable Dearness Allowance thereon.

Note: Learning allowance with applicable DA thereon shall not be reckoned for superannuation benefits, viz, pension including DCPS(NPS), PF and Gratuity.

IX .SPECIAL ALLOWANCE: (w.e.f. 01.11.2022)

With effect from 01.11.2022, officers shall be paid Special Allowance as under:
Scale I - 26.50% of Basic Pay + applicable DA thereon.

Scale II & III - 28.30% of Basic Pay + applicable DA thereon.

Scale IV & V - 30.50% of Basic Pay + applicable DA thereon.

Note: The Special Allowance with applicable DA thereon shall not reckoned for superannuation benefits, viz, Pension including NPS, PF and Gratuity.

X. PROFESSIONAL QUALIFICATION PAY (w.e.f. 01.11.2022):

Officers shall be eligible for professional Qualification pay as under:

- i. Those who have passed only CAIIB - Part I/JAIIB -
Rs. 1370/- p.m. one year after reaching top of the Scale.
- ii. Those who have passed both parts of CAIIB -
Rs. 1370/- p.m. one year after reaching top of the scale.
Rs. 3425/- p.m. two years after reaching top of the scale.
Rs. 5480/- p.m. three years after reaching top of the scale.

Note : 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 installments of PQP.

XI. HILL AND FUEL ALLOWANCE (w.e.f 01.11.2022)

Sl. No.	Place	Rate
i.	Places with altitude of 1000 meter and above but less than 1500 meter.	2% of pay subject to a maximum of Rs.1450/- p.m
ii.	Places with altitude of 1500 meter and above but less than 3000 meter.	2.5% of pay subject to a maximum of Rs1900/- p.m

iii	Places with altitude of 3000 meter and above	5% of pay subject to a maximum of Rs3750/- p.m
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XII. INCREMENTS FOR COMPETITION OF JAIIB (CAIIB-I) AND CAIIB (CAIIB-II)

Officers have been eligible for one increment for completing JAIIB and one increment for completing CAIIB in their scale of pay, as hitherto. With effect from 01.11.2022 apart from one increment for completing JAIIB, officers completing CAIIB will be eligible for two increments in their scale of pay.

- i. Provided further that officers who are completing JAIIB after reaching the top/maximum of scale shall be released with first instalment of PQP from the date of passing.
- ii. Provided further that in case where an officer as on the date of this settlement, has already acquired or shall acquire hereinafter JAIIB (CAIIB I) or CAIIB (CAIIB II) after reaching top/maximum of the scale of Pay (in case of JAIIB/CAIIB) or after reaching the stage which is 1 stage less than maximum of scale of pay (in case of CAIIB/CAIIB II), and has not earned increment(s), otherwise entitled on account of acquiring such qualification, when there were no increments to provide in the scale of pay of those employees, the stagnation increment in such cases may be advanced by one year or two years as the case may be.
- iii. Provided further that officers who were in the services of the Bank as on 01.11.2022 have already completed CAIIB/CAIIB II shall be eligible for 2nd additional increment from 01.11.2022 or date of passing CAIIB/CAIIB II whichever is later.
- iv. Provided further that officers who were in the services of the Bank as on 01.11.2022 have already completed CAIIB/CAIIB II and drawing PQP-II shall be eligible for PQP-III one year after the release of PQP-II or 01.11.2022 whichever is later.

Note: Officers who have completed JAIIB (CAIIB-I) / CAIIB (CAIIB-II) and has reached the maximum in the scale of pay on or before 01.11.2022 and has not received the 1st stagnation increment on or before 01.11.2022, shall be eligible for PQP-I w.e.f. 01.11.2022 and release of subsequent installment of PQP shall be with reference to the date of release of PQP I under this clause.

XIII. FIXED PERSONAL PAY

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 01.11.2022 (Rs.)	Total F.P.P. payable where bank's accommodation is provided (Rs.)
(A)	(B)	(C)
2680	200	2880
2980	222	3202
3360	250	3610
3680	274	3954
4000	298	4298
4340	323	4663

Note:

- F.P.P. as indicated in “C” above shall be payable to those officer employees who are provided with bank’s accommodation.
- 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.
- The increment component of F.P.P. shall rank for superannuation benefits.
- Only Officers who were in the service of the bank on or before 01.11.1993 will be eligible for F.P.P, one year after reaching the top / maximum scale of pay they are placed.

XIV. OFFICIATING PAY

On and from 01.04.2024 an Officer who is required to officiate in a post in a higher scale for a continuous period of not less than 4 days at a time OR an aggregate of 4 days during a calendar month, shall receive an officiating pay equal to 15% of the Basic pay of the person officiating and the same shall be payable pro-rata for the period for which he officiates.

XV. CLOSING ALLOWANCE

On and from 01.04.2024, Closing Allowance shall be paid at a rate of Rs.1500/- per quarter payable to officers.
