

State Banks' Staff Union (Kerala Circle)

(Affiliated to All India State Bank of India Staff Federation)

Reg. No. 01-36-2000

Circular No.49/25
To All Unit Secretaries



State Bank of India
Local Head Office
Poojappura
Thiruvananthapuram-695 012

Dear Comrade,

Date: 24.06.2025

IMPLEMENTATION OF CAREER PROGRESSION SCHEME

We reproduce hereunder the full text of letter No. FED/GS/2025/115 dated 23rd June, 2025 addressed to the Dy. Managing Director (HR) & Corporate Development Officer, Corporate Centre, Mumbai, submitted by Com. L Chandrasekhar, General Secretary, AISBISF, the contents of which are self-explicit.

Yours comradely,

(Akhil S)
General Secretary

"We refer to our earlier communications vide letters FED/GS/2024/11 dated 03.09.2024, FED/GS/2024/29 dated 13.09.2024, FED/GS/2024/57 dated 19.12.2024 and FED/GS/2024/110 dated 10.06.2025, wherein we had repeatedly urged the management to review the Career Progression Scheme and ensure payment of the proposed Special Pay.

2. In this connection, it is now understood that the management has decided to implement the Career Progression Scheme with effect from 01.07.2025, based on the existing guidelines, without undertaking the much-needed review of the scheme and without incorporating the revised special pay.

3. It is deeply disappointing and demoralizing to note that despite the long-standing expectations and representations from the Federation on behalf of the entire workforce, the management has chosen to proceed with the implementation of the existing scheme. This decision has not only overlooked the aspirations of the employees but also undermined their sustained efforts in significantly contributing to the Bank's business growth. The employees were sincerely hoping that their hard work and dedication would be duly recognized through a meaningful revision of the scheme that would further encourage them to exceed performance benchmarks.

Moreover, the career progression scheme was actually due for implementation w.e.f. 01.06.2025, and even that timeline has now been deferred by a month without valid justification adding to the discontent and a sense of neglect among the workforce.

4. Furthermore, there is a strong and growing perception among the award staff that while Special Pay has been granted to officers without the assignment of any additional duties, the award staff are required to assume new responsibilities and take on additional duties before becoming eligible for similar benefits. This glaring disparity in treatment between the two cadres is viewed as unjust and discriminatory, leading to a deep sense of resentment, frustration, and demoralization among the rank and file.

We invite management's attention that such disappointment, if left unaddressed, may adversely affect the morale of employees, especially at the branch level, where they are at the frontline of customer service and business delivery. Any erosion in staff morale could have serious implications on the smooth functioning of branch operations and ultimately impact the growth and reputation of the Bank.

5. In light of the above, we strongly urge the management to reconsider its decision and undertake a comprehensive review of the Career Progression Scheme with proposed benefits, as repeatedly urged. However, if the management decides to proceed with the implementation of the scheme under the existing guidelines, we firmly request that the Career Progression Scheme must be implemented retrospectively with effect from 01.06.2025, and all monetary benefits linked to the scheme must also be paid retrospectively w.e.f. 01.06.2025 without any further delay.

Please treat the matter as **EXTREMELY URGENT."**

STATE BANKS' STAFF UNION (KERALA CIRCLE)	ZINDABAD
ALL INDIA STATE BANK OF INDIA STAFF FEDERATION.....	ZINDABAD
NATIONAL CONFEDERATION OF BANK EMPLOYEES.....	ZINDABAD