

State Banks' Staff Union (Kerala Circle)

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

Reg. No. 01-36-2000

Circular No.52/25
To All Unit Secretaries



Dear Comrade,

State Bank of India
Local Head Office
Poojappura
Thiruvananthapuram-695 012
Date: 26.06.2025

CAREER PROGRESSION SCHEME FY 2025-26

RESTORATION OF EFFECTIVE DATE FOR MONETARY BENEFITS TO 01.06.2025

We reproduce hereunder the full text of letter No.GS/TVPM/CDO/1213/25 dated 26th June, 2025 addressed to the Circle Development Officer, State Bank of India, Local Head Office, Thiruvananthapuram, the contents of which are self-explicit.

Yours comradely,

(Akhil S)
General Secretary

It has come to our notice that instructions have been issued to Administrative Offices and Regional Business Offices across the Circle to initiate the Career Progression Scheme (CPS) for eligible award staff as on 01.06.2025, and to issue them offer letters for in-cadre promotion with effect from 01.07.2025, with the monetary benefits and special pay linked to the promotion also made effective from 01.07.2025.

2. In this connection, we wish to invite your kind attention to the Bilateral Agreement dated 18th February, 2022, entered into between State Bank of India and the All India State Bank of India Staff Federation under Section 2(p) read with Section 18(1) of the Industrial Disputes Act, 1947.

3. As per clause 10 of consolidated instructions on the uniform transfer policy for award staff included under para 1 of the aforementioned bilateral agreement, it has been explicitly agreed that in-cadre promotions under CPS shall be made effective from 1st June every year, and that the Special Pay and other related allowances for the higher position shall also be payable from this date.

4. In view of the above, we are constrained to state that denying the special pay and associated benefits of Career Progression from 01.06.2025 to eligible employees who are otherwise eligible, and extending the same only from 01.07.2025 is not only unjust

but also amounts to denial of rightful benefits and breach of established practice. In addition, the instruction to release the CPS-related monetary benefits from 01.07.2025 instead of 01.06.2025 is in direct violation of the aforesaid bilateral agreement and also amounts to a change in service conditions without prior notice, thereby violating Section 9A of the Industrial Disputes Act, 1947, specifically Item 10 of the Fourth Schedule, which deals with withdrawal of customary concessions or privileges.

5. We therefore request your good office to kindly take up this matter with the Corporate Centre and ensure that the effective date for release of monetary benefits under CPS is restored to 01.06.2025, in line with the agreed norms and past practice.

6. As we have always maintained cordial and constructive industrial relations in our Circle, we firmly believe that the Bank would uphold the sanctity of the bilateral agreement and resolve the matter amicably. We sincerely urge your intervention for an early and just settlement of the matter.
