

State Banks' Staff Union (Kerala Circle)

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

Reg. No. 01-36-2000

Circular No.55/25
To All Unit Secretaries



State Bank of India
Local Head Office
Poojappura
Thiruvananthapuram-695 012
Date: 06.10.2025

Dear Comrade,

DISCREPANCY IN NOMENCLATURE OF ARMED GUARDS IN OUR BANK

We reproduce hereunder the full text of letter No.FED/GS/2025/137 dated 3rd September, 2025 issued by Com.L.Chandrasekhar, General Secretary, AISBISF, addressed to the Chief General Manager (HR) State Bank of India, Corporate Centre, Mumbai, the contents of which are self-explicit.

Yours comradely,

(Akhil S)
General Secretary

“We invite your attention to an important matter regarding the change of nomenclature of Armed Guards in our Bank.

2. As you are aware, the award staff of our Bank, i.e., clerical staff and subordinate staff, are governed by the Sastry Award. According to Chapter VII of the Sastry Award, the post of Armed Guard was categorized as Grade I, Sub-grade B. Within the subordinate staff, the functional category of Armed Guards is defined as Watch and Ward, but the designation is “**Armed Guard.**”

3. However, we are concerned to note that the designation of most of the Armed Guards has been incorrectly updated as Watch and Ward in salary slips and in the HRMS dashboard also. We wish to emphasize that watch and ward is the category of the armed guards in the subordinate cadre.

4. We further draw your attention to the Bipartite Settlements at the industry level. From the 1st Bipartite Settlement to the 11th Bipartite Settlement, the designation of subordinate staff in watch and ward category is agreed as Armed Guard only. In the 12th Bipartite Settlement dated 08.03.2024, a change in designation effective from 01.04.2024 was introduced, wherein Armed Guard was redesignated as Armed Guard/Security Guard. Notably, at no point has the designation been agreed upon as Watch and Ward.

:2:

5. In this connection, we urge the management to advise the concerned to immediately rectify the discrepancy of “Watch and Ward” in salary slips and HRMS dashboard and change the designation to Armed Guard, Head Armed Guard and Senior Head Armed Guard accordingly based on the service of the employees as per the extant instructions vide e-Circular CDO/P&HRD-IR/74/2020-21 dated 06.01.2021.

We seek your prompt intervention in this matter and request for suitable instructions to restore the correct nomenclature at the earliest.

With best regards.”

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