

State Banks' Staff Union (Kerala Circle)

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

Reg. No. 01-36-2000

Circular No.88/26
To All Unit Secretaries



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

Dear Comrade,

Date: 20.08.2026

CENTRAL BIPARTITE MEETING **HELD AT LONAVALA ON 17.08.2026**

We reproduce hereunder the full text of Circular No.39 dated 19th August, 2026, issued by Com. L Chandrasekhar, General Secretary, AISBISF, the contents of which are self explicit.

Yours comradely

(Akhil S)

General Secretary

“The Central Bipartite Meeting between the management of State Bank of India and All India State Bank of India Staff Federation was held on 17th August 2026 at Lonavala to deliberate on the various agenda items.

The meeting was attended by representatives from the management, including the Deputy Managing Director HR & CDO, Chief General Manager (HR), Deputy General Manager (IR) and representatives of the All India State Bank of India Staff Federation President, General Secretary, Senior Vice Presidents and all other Federation Executives.

The following Agenda items were deliberated during the Central Bipartite Meeting:

Review of Career Progression Scheme: The Federation has been consistently pursuing a review of the Career Progression Scheme for clerical and subordinate staff with the Management. The last such review was undertaken in 2018, and it was already due last year. The Management has responded positively to our request and advised us that the matter requires further discussion.

Leased Accommodation: Federation has requested the Management to extend the leased accommodation facility to all Special Associates and Chief Associates. The Management has responded positively and expressed that the matter requires further discussion.

Furniture & Fixtures: The Federation has requested the Management to extend the furniture and fixtures to all the employees. The Management has responded positively to our request.

Skill Allowance: The Federation has proposed for payment of Skill Allowance to all employees, and the Management has responded positively to our proposal.

Introduction of Group Personal Accidental Insurance Scheme: The Federation has requested the Management for introduction of Group Personal Accidental Insurance Scheme to all the employees, and the Management has responded positively to our request and will take up the matter further with the concerned authorities.

NPS Employees Issues: The Federation has been pursuing with the Management for extension of Post-Retirement Welfare Benefits to Employees Covered Under the State Bank of India Employees' Defined Contribution Pension Scheme (SBIEDCPS) or the New Pension Scheme (NPS). These benefits include the facility for repayment of housing and car loans after retirement, issuance of ID cards to NPS retirees, coverage under the Bank's insurance policy, and access to the online Holiday Home facility.

Today, the Management has agreed and extended the following benefits to NPS retirees as well as PF optees of erstwhile Associate Banks

- HRMS login facility after retirement;
- SBI Health Assist – Plan B;
- Retiree ID Card; and
- Online Holiday Home booking facility.

Procedure for Accessing HRMS

All the eligible members i.e. NPS retirees and PF Optees of e-Abs, can avail these facilities through our HRMS portal.

- Visit our HRMS portal: <https://hrms.sbi.bank.in/>
- Enter your PF Number.
- Select “Forgot Password”.
- Reset your password as instructed.
- Log in using the newly created password.

The remaining pending issues need further discussion

Review of Compassionate Appointment Guidelines (Penury norms): The Federation proposes a comprehensive review of the Bank's Compassionate Appointment Scheme, particularly the penury norms, to ensure that genuine cases of financial hardship are not denied compassionate appointment due to the present method of assessment.

- **Married daughters** should be made eligible for compassionate appointment in line with the recent Hon'ble Supreme Court judgment dated 02.06.2026 in *Kulsum Nisha vs. State of Uttar Pradesh*
- **Defence Pension** should be included under both assets and liabilities while calculating the penury norms
- **Accidental Insurance amount** received by the family should not be treated as income while assessing the applicant's eligibility, as such amount is intended to provide financial support to the family following an accidental death.

The Management has responded positively to our proposal.

Issue of B-Type Staff Quarters, Nerul: The Federation has requested to resolve the issues regarding B-Type Staff Quarters meant for Clerical Staff at SBI Colony, Nerul. The Management has agreed to conduct a meeting with the Circle Management and Mumbai Metro Circle Union to resolve the issue amicably.

Revision of IHLS Limits: The Federation has requested enhancement of Housing Loan Limits for all the employees under the Bank's Individual Housing Loan Scheme (IHLS). The Management has assured us that the matter will be taken up with the appropriate authorities for further consideration.

Improvement in Bank's Medical Reimbursement Scheme: The Federation has proposed for improvement in the Bank's Medical Reimbursement Scheme. The following improvements have been proposed:

- a) Extension of Panchakarma treatment reimbursement to all employees
- b) Extension of Dental treatment Reimbursement to all subordinate staff
- c) Enhance the Autism Lumpsum amount from existing Rs.50,000/- per child per annum to Rs.1,00,000/- per child per annum
- d) Reimbursement of medical expenses up to Rs.2,00,000/- in connection with infertility treatment, as per the industry level settlement
- e) Revision of income limit criteria for dependent family members as per the industry level settlement i.e. from Rs.18000/- to Rs.24,000/-
- f) Revision of Room Rent up to Rs.7,000/- as per the industry level settlement

The Management responded positively to our proposal for improvement in the Medical Reimbursement Scheme and assured us that the matter would be taken up with the IBA for further consideration.

CCPC Gandhinagar issue: The Federation has requested the Management to retain CCPC Gandhinagar instead of the proposed merger with Mumbai Metro circle. However, the Management expressed their inability to accede to our request.

Review of Conveyance, Newspaper and Entertainment Allowances: The Federation has requested a review of the Conveyance, Newspaper and Entertainment Allowances. The conveyance & Newspaper allowances were last revised in the year 2016 vide Memorandum of Settlement dated 07.04.2016 and the Entertainment allowance was last revised in 2024. The Management has responded positively to our request.

Review of Manpower Planning: The Federation proposed a comprehensive review of the Bank's existing manpower planning process, as the manpower requirement assessed by the Management does not reflect the actual staff requirement at branches. The Bank should adopt a realistic, branch-level assessment of manpower requirements based on actual workload, customer footfall, business volume and operational responsibilities and the increasing volume of digital banking-related activities, system-generated tasks, digital service requests and other technology-driven work, which consume considerable staff time and are often not adequately considered in the existing manpower assessment.

The Management has agreed to convene a meeting with the concerned officials and the Core Committee of the All India State Bank of India Staff Federation to discuss the issue in detail and arrive at appropriate measures.

The Federation places on record its sincere appreciation and gratitude to the Management for their positive, pragmatic and constructive approach displayed during the Central Bipartite Meeting.

The signing of the Memorandum of Settlement on Empowerment of Chief Associates, the extension of important post-retirement welfare facilities to NPS retirees and PF optees of erstwhile Associate Banks, and the positive response on several long-pending issues are significant developments in our ongoing struggle for the welfare of our members.

The Federation remains committed to pursuing all other pending issues with the same determination and constructive approach, with the objective of securing further improvements in the service conditions and welfare of our members.

Every achievement strengthens our faith in collective action. Let us remain united, stand firmly with our Federation, and move forward together for the rights and welfare of every member.

Together we move forward. Together we succeed.

With revolutionary greetings,”

STATE BANKS’ STAFF UNION (KERALA CIRCLE)	ZINDABAD
ALL INDIA STATE BANK OF INDIA STAFF FEDERATION.....	ZINDABAD
NATIONAL CONFEDERATION OF BANK EMPLOYEES.....	ZINDABAD
UNITED FORUM OF BANK UNIONS.....	ZINDABAD
INQUILAB.....	ZINDABAD