



# ALL INDIA STATE BANK OFFICERS' FEDERATION



(Registered under the Trade Unions Act 1926, Registration No: 727/MDS)

**Central Office: State Bank Buildings, St. Mark's Road, Bangalore-560 001**  
**Registered Office: 22, Rajaji Salai, Chennai- 600 001**

**CIRCULAR NO. 32/2026**

**Date: 17/02/2026**

**TO ALL OUR AFFILIATES**

**Engagement of SBI Officers for Election-Related Non-Banking Duties (ERMO/SIR, West Bengal). Request for Immediate Intervention and Institutional Safeguards**

We have sent a communication to the Deputy Managing Director (HR) & Corporate Development Officer, State Bank of India, Corporate Centre, Mumbai-400021, on the captioned subject.

The content of the communication is reproduced below.

With Greetings,

Yours Comradely,

**(Rupam Roy)**  
**General Secretary**

**Letter No. 8156/10/2026**

**Date: 17.02.2026**

To,  
The Deputy Managing Director (HR) & CDO  
State Bank of India  
Corporate Centre,  
Mumbai-400021.

Dear Sir,

**Engagement of SBI Officers for Election-Related Non-Banking Duties (ERMO/SIR, West Bengal). Request for Immediate Intervention and Institutional Safeguards**

We write with reference to Letter No. 6180/22/2025 dated 30.12.2025 which is explicit on the issue of deployment of our officers for Special Intensive Revision (SIR) duties in phase -I, in the State of West Bengal. When the issue of such deployment during the first phase was adequately highlighted, the issues which surfaced while responding to the call for the phase -II of SIR deployment remains even more grievous and tormenting warranting an immediate intervention on your part to give respite to our officers and save them from suffering avoidable hitches.

While we fully acknowledge the importance of this constitutional assignment and the Bank's commitment to supporting national responsibilities, we are constrained to place on record certain serious concerns and operational deficiencies being faced by the deputed officers. We highlight some of the issues which if not looked into with alacrity might make a lasting dent on the confidence and morale of the officers who have been put to such hardship at the curse of their fate.

The deputation has been carried out in phases, with approximately 380 officers relieved in the first phase and around 300 officers in the second phase. However, the implementation of financial and administrative support measures has been inconsistent and inadequate, resulting in significant hardship to the officers concerned.

It remains a matter of concern that an amount of ₹30,000/- was disbursed to officers deputed in the first phase, whereas no corresponding instructions or payments have been extended to officers deputed in the second phase. Consequently, a substantial number of officers are compelled to bear expenses from their personal funds, despite performing identical duties under similar conditions. This disparity has created unnecessary financial strain and a sense of inequity and uncertainty has surfaced in the minds of the officers deputed.

It might not be out of context to mention here that the Election Commission of India, vide Advisory No. 464/INST/EPS/2023/Remuneration & TA/DA dated 06.06.2023 (Para 3), has categorically directed that remuneration for election duty be paid, and that admissible TA/DA and other allowances be borne by the parent department as per applicable norms.

Despite this clear directive, no uniform or time-bound reimbursement mechanism has been communicated by the Circle. The absence of formal guidelines has resulted in uncertainty, confusion and financial distress among the deputed officers, who remain unclear about the admissibility, procedure, and timeline for reimbursement of legitimate claims.

The deputation commenced during the third quarter of the financial year and continues into the final quarter. However, no revised or protective guidelines have been issued concerning the CDS performance evaluation of officers on prolonged election duty. In the absence of such safeguards, officers face the risk of adverse or suboptimal performance assessment for reasons entirely beyond their control, which is inherently unfair and demoralising.

Many officers have been deputed to distant and unfamiliar locations, often with extremely short notice, sometimes requiring movement overnight upon receipt of instructions from the Election Commission. They have incurred substantial expenditure towards travel, accommodation, food, and other essential requirements.

In several locations, decent accommodation is either scarce or prohibitively expensive, and access to proper food facilities is limited. Despite these challenges, officers have continued to discharge their responsibilities with commendable dedication and professionalism.

With the recent extension of the SIR process by the Election Commission of India, uncertainty regarding the duration of deputation persists. In the absence of structured, uniform, and humane guidelines addressing financial support and performance protection, there is growing anxiety and dissatisfaction among the officers concerned.

In view of the foregoing, we respectfully request your kind and immediate intervention to issue comprehensive and centrally applicable guidelines, addressing:

- Uniform compensation/payment for officers deputed in all phases;
- A clear, transparent, and time-bound TA/DA reimbursement mechanism;
- Explicit protection of CDS performance evaluation for officers on SIR duty and;
- Institutional safeguards to prevent recurrence of such ambiguity in future deployments.

Timely action from your esteemed office will not only alleviate the hardship currently being faced but also prop up confidence, morale, and trust among officers who are discharging an important constitutional responsibility on behalf of the Bank.

We look forward to your urgent and sympathetic consideration of the matter.

Yours faithfully,

**Sd/-**

**(Rupam Roy)**

**General Secretary**

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**At the Service of Members for more than 6 Decades**

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