



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. 35

DATE: 09.06.2025

TO ALL OUR AFFILIATES

UPWARD REVISION IN ALLOWANCES AND PERQUISITES

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

A copy is enclosed for your information.

#OurUnityLongLive

With Greetings,

Yours Comradely,

(Rupam Roy)
General Secretary

At the Service of Members for more than 5 Decades

General Secretary: +91-9957563825, SBIOA (N.E. Circle) 6901256554

Camp Office – State Bank of India, Local Head Office, Dispur, Guwahati, Assam- 781 006

Bengaluru: (Dir) 080 2221 1006

General: 080 25943132

Email: aisbofbangalore@gmail.com

Web: www.aisbof.org



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Letter No.6523/12/25

DATE: 09.06.2025

The Deputy Managing Director (HR)
& Corporate Development Officer
State Bank of India
Corporate Centre,
Mumbai – 400021.

Dear Sir,

SUBJECT: UPWARD REVISION IN ALLOWANCES AND PERQUISITES

It gives us immense pleasure and a profound sense of pride to exclaim the Bank's exemplary performances across all the key indicators during the fiscal year 2024-25, setting new records and exceeding all past accomplishments under all the parameters. This historic success is a reflection of the collective strength and unified efforts within our organisation upholding the rich legacy of our Bank for more than 219 years.

At the core of this success are the Bank's officers, whose dedication, professionalism, and integrity continue to be the pivoting force for our progress. Their efforts, alongside the strategic vision and support of the management, have been instrumental in driving sustainable growth and operational excellence.

The Federation always remains committed in safeguarding the interests of officers while supporting the Bank's growth. In this spirit, we seek your kind attention to certain persistent anomalies that warrant immediate resolution to address prevailing discontent and to further strengthen the morale and commitment of our officers.

1. Rate of reimbursement of Travel by own vehicle:

The reimbursement of traveling allowance on per km basis for officers when travelling in his/her own vehicle for performance of official duties was last revised on 30.09.2011 through circular instruction, vide e-Circular No. CDO/P&HRD-PM/89/2011-12 issued on 03.01.2012 and the rates fixed had been as under: -

Type of Vehicle	Engine Capacity	Rate per km (Rs.) Existing
Four-wheeler	1000 cc or more	9.00
Four-wheeler	Less than 1000cc	7.00
Motor cycle and scooter		4.50
Mopeds		3.00

It is pertinent to note that the reimbursement rate was revised at the industry level to ₹11/- per km for officers with effect from 01.02.2023. Subsequently, under the 12th Bipartite Settlement dated 08.03.2024, the same rate of ₹11/- per km was extended to award staff as well, irrespective of the engine capacity of their vehicle. This entitlement includes toll tax, where applicable, for travel undertaken in their own vehicle for official duties and LFC, subject to the relevant terms and conditions.

However, for officers, the reimbursement rates are yet to be revised in our bank, leading to disparity when compared to award staff and officers of other PSBs covered under the industry-level settlement. This inconsistency has become a serious concern within the officer fraternity, discouraging the use of personal vehicles for official purposes. An immediate revision of the reimbursement policy for officers is necessary to ensure parity and to prevent officers from incurring out-of-pocket expenses during such travel.

2. Health Check-up:

The Bank's Executive Health Check-up facility was last revised via e-Circular No. CDO/P&HRD-IR/88/2018-19 dated 15.02.2019. As per the prevailing guidelines, JMGS-I officers are excluded from the scheme, and MMGS-II officers are eligible only if they are aged 35 or above.

However, in accordance with the provisions of the 9th Joint Note and the 12th Bipartite Settlement dated 08.03.2024, all officers and employees are now entitled to regular health check-ups. Further, e-Circular No. CDO/P&HRD-IR/29/2024-25 dated 15.07.2024 has extended this benefit to all Award Staff, allowing biennial health check-ups with a reimbursement limit of ₹3,000/-, effective from 15.07.2024. Unfortunately, this benefit has not yet been extended to officers across all grades in our Bank.

It is paradoxical that an employee promoted from the clerical cadre to JMGS-I loses a health benefit that was available in their previous role.

We, therefore, earnestly request your kind intervention to resolve this anomaly by extending the health check-up facility uniformly to all supervising staff, irrespective of their grade, scale and age.

3. Lodging expenses:

The eligible lodging reimbursement rates for officers on official duty were last revised long before during the year 2012 vide e-Circular No. CDO/P&HRD-PM/97/2011-12 dated 08.02.2012. Since then, rising inflation and increased hotel tariffs have led to officers being rendered out of pocket or they are being compelled settling with substandard/below standard accommodations. As the current rates are tagged with ITDC tariffs, which remain significantly lower than prevailing market rates. We therefore propose delinking the reimbursable rates from ITDC and aligning it with the prevailing hotel tariffs for different centers enabling the officers stay comfortably and at the same time does not go out of pocket while in performance of their official duties. The existing eligible rates of reimbursements are as follows:

Grade	ITDC Hotels	Metro	Major A	Area-I	Other
TEGSS I &II	4* Hotel	14600	13400	7200	6200
TEGS VI & VI	4* Hotel	11000	9700	6200	4800
SMGS-IV &V	3* Hotel	7200	6700	3800	2900
MMGS-II & III	2* Non AC	4000	3600	2600	2000
JMGS-I	1* Non AC	2600	2400	1900	1600

In alignment with the 12th Bipartite Settlement dated 08.03.2024 (e-Circular No. CDO/P&HRD-IR/29/2024-25 dated 15.07.2024), the eligible lodging expenses reimbursable for Clerical Staff has been revised as under: -

Category of Staff	A	B	C
	Places with population of 12 lakhs and above and States of Goa	Places with population of 5 lakhs and above, State Capitals/Capitals of Union Territories not covered in column A	Other places
Clerical Staff	₹ 3100/- per day	₹ 2600/- per day	₹ 2100/- per day

It is worth highlighting here that the lodging reimbursement for JMGS-I officers is currently lower than that of clerical staff. Such incongruity is leading to widespread discontentment amongst junior cadre officers which not only undermines the hierarchical structure but also impacts on the morale and motivational quotient of the entry-level officers.

4. Leased Accommodation:

The rental ceiling for leased accommodation was last revised vide e-Circular No. CDO/P&HRD-PM/84/2021-22 dated 04.01.2022. Since then, there has been a significant rise in rental values across most urban and semi-urban areas, such as Pimpri-Chinchwad under Pune metropolitan region and many such other places where change in real estate dynamics and market inflation has been rampant. However, the existing rental ceilings have not been kept in alignment with the upward inflationary trends and high maintenance costs resulting in a growing mismatch between the eligible ceiling and the actual rate of rentals prevailing in the market. Such disparity in the eligibility and actual cost is compelling our officers to either pay the differential amount of rent from their own pockets or settle for accommodations not befitting to their standards.

To ensure that the officers are able to maintain appropriate and dignified living standards, especially when transferred/posted to locations with high rental costs, it is imperative that the rental ceilings be reviewed and revised in line with the prevailing market actuations.

In view of the above, we request your good office for an upward revision of all the eligible rates and rationalization of reimbursements.

We trust that your esteemed office will accord these matters the necessary urgency and take appropriate action to resolve the operational challenges currently affecting the employees. Your timely intervention will not only alleviate the difficulties being faced but also help reinstate seamless operations, thereby safeguarding employee morale and sustaining productivity.

Yours sincerely,

Sd/-

(Rupam Roy)
General Secretary

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