



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. 71/2026

Date: 18/08/2026

TO ALL OUR AFFILIATES

REQUEST FOR A ONE-TIME WINDOW TO REVISE KRAS UNDER CDS FOR FY 2026-27

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. 6180/18/26

Date: 18.08.2026

The Deputy Managing Director (HR) & CDO,
State Bank of India,
Corporate Centre
State Bank Bhavan, Madam Cama Road
Mumbai – 400021.

Dear Sir,

Subject: Request for a one-time window to revise KRAs under CDS for FY 2026-27

We wish to bring to your kind notice the concerns raised by officers across several Circles regarding the Key Result Areas (KRAs) assigned to them under CDS for the current financial year 2026-27.

During the current year, it has been observed that the KRAs of the previous year have been carried forward, while the allocation of marks has been revised under different heads. Consequently, many officers are of the opinion that the KRAs presently mapped to them do not adequately reflect their current roles and responsibilities and thereby lands them in a disadvantageous position vis-a-vis their capabilities and corresponding performance evaluation matrix. In several instances, the assessment includes parameters that bear limited

relevance to the work actually being performed, while significant contributions made by officers in their respective functional areas are not suitably captured. Given the revised weightages, this mismatch could materially affect their final assessments with a cascading impact on their career progression prospects.

To ensure that the assessment process fairly and accurately reflects the work undertaken by each of the officers, we request that they be granted a one-time opportunity to revise their KRAs, subject to the approval of their respective REPAs. A limited window may be enabled in the system for this purpose, with a clearly defined cut-off date, so that the exercise is completed in a structured and time-bound manner without disrupting the annual assessment calendar.

We also draw your kind attention to our earlier letter No. 6453/14/2026 dated 18.05.2026 wherein the Federation had placed on record a detailed account of anomalies and concerns of officers in the present operation of CDS, particularly for officers in SMGS-IV and above. The referred communication included a reflective elaboration on defective cohort design, the clubbing of measurable and non-measurable roles, the forced grade-distribution curve, non-disclosure of KRA-wise trait, moderation marks, the absence of an effective and independent appellate mechanism among many such concerns requiring immediate and corrective actions by the Bank.

The present request is thus intended to address the concern of the officers and prevent avoidable grievances at the assessment stage itself. It is made without prejudice to the comprehensive review sought in our said letter, which we request may also be taken up at the earliest.

We believe this measure would enhance the objectivity, fairness and credibility of the performance assessment process. It would also reassure confidence of the officers and also boost their morale once their performances are adequately evaluated and correctly mapped to their actual role.

We shall be grateful should the matter be considered favourably and suitable instructions are issued facilitating a one-time option for the officers to revise their KRAs for the current financial year along with necessary rectifications in CDS as sought by the Federation.

With best regards,

Yours sincerely,

Sd/-
(Rupam Roy)
General Secretary

At the Service of Members for more than 6 Decades

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