

FEDERATION OF SBI PENSIONERS' ASSOCIATIONS

(Regn.No.5/17025 of 1986 Under Societies Act 1860(Delhi))

ADMINISTRATIVE OFFICE, BENGALURU

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President

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General Secretary

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(All letters to be addressed to the General Secretary)

Ref No. FSBIPA/ 8 /2025

Date: 12-09-2025

The Dy. Managing Director (HR) &
Corporate Development Officer,
State Bank of India,
Corporate Centre,
Madame Cama Road,
MUMBAI 400021

Dear Sir,

POST-MERGER PAYMENT OF SALARY AND ALLOWANCES TO e-ABs EMPLOYEES AND CONSEQUENTIAL EFFECT ON SUPERANNUATION BENEFITS

Consequent upon the merger of e-ABs with the Bank, the Bank has extended benefits of Special Pay for Graduation and Professional Qualification to Clerical employees and Special Pay to Armed Guards as per SBI service conditions, in terms of offer letter given at the time of merger. In this connection, the Bank has already issued instructions vide e-Circular No. CDO/P&HRD-PM/48/2018-19 dated 26.10.2018 and subsequent clarification vide letter No.CDO/PM/RAJ/2018-19/D1/21 dated 1st February 2019 (Copies enclosed).

02. Accordingly, the necessary changes in HRMS were made globally at Corporate Centre, subsequent to issuance of the above-referred Circular, during the month of November 2018, in respect of e-ABs employees who were on rolls on the material day,

03. However, it is observed that the eligible Special Pay relating e-ABs Armed Guards and the applicable Professional Qualification Pay relating e-ABs Clerical employees, whomsoever retired from the Bank's service prior to the issuance of above-referred instructions, are not provided with the due benefit in their Pension till date, despite a lapse of more than 8 years. All those e-ABs retirees are deprived of the eligible benefit in their pension on account of non- implementation of the above instructions.

04. The details with regard to the paid as well as payable amounts are furnished hereunder for your instant reference and perusal:

S.No.	Post carrying Special Pay (Ranking for DA, HRA & Superannuation benefits)	Paid as per Industry level Settlement	Payable in SBI as per terms of merger
1	Armed Guards	Rs.390/- p.m.	Rs.630/- p.m.
2	Clerical Staff – Special Pay for Graduation and Professional Qualification (Payable after reaching maximum in the Scale of Pay) a. 1 st Year after reaching maximum b. 2 nd Year after reaching maximum c. 3 rd Year after reaching maximum d. 4 th Year after reaching maximum e. 5 th Year after reaching maximum	 Rs.410/- p.m. Rs.800/- p.m. Rs.1,210/- p.m. Rs.1,620/- p.m. Rs.2,010/- p.m.	 Rs.450/- p.m. Rs.900/- p.m. Rs.1,350/- p.m. Rs.1,800/- p.m. Rs.2,250/- p.m.

05. **The retirees referred above are eligible for the revised Special Pay effective from 01.04.2017 to their date of retirement.** The issue is PAN India and covers all e-ABs employees, who have retired from the Bank's service, after merger of Associate Banks with the Bank, between the period 01.04.2017 to 31.10.2018, i.e., prior to the month of global change made in HRMS in respect of the above referred Special Pay applicable to e-ABs Armed Guards as well as PQP applicable/eligible to the e-ABs Clerical employees.

06. Hence, we request you to arrange for effecting appropriate changes in the Basic Pension of all the above-referred retirees of all e-ABs, **globally at Corporate Centre level** towards revision of Pension of the eligible retirees at the earliest.

07. We also request you to arrange for payment of arrears of eligible amount of difference in Special Pay to all those Armed Guards and PQP to Clerical employees (where applicable), who retired from Bank's service between the period from 01.04.2017 to 31.10.2018 (from the date of merger to their date of retirement) along with payment of consequential benefits such as Contribution to PF (where applicable), Difference in Encashment of Leave, Difference in Payment of Gratuity (where applicable) etc.

08. Inasmuch as the issue is still unresolved despite representations from our affiliate Circle Associations earlier, we request your goodself to arrange for rectification at the earliest.

Please acknowledge receipt of this communication and advise us the developments in this regard.

Yours faithfully,

A handwritten signature in black ink, appearing to be 'G.D. NADAF', is written over a light yellow rectangular background.

(G.D. NADAF)
General Secretary