

STATE BANK OF INDIA OFFICERS' ASSOCIATION

(BENGAL CIRCLE)



(Registered under Trade Unions Act 1926-Regd. No. 6908)
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Circular No. 28/2026

Date : 20.01.2026

To All Members (Please Circulate)

We reproduce hereunder the Joint Circular No. 1/2026 dated 19.01.2026 issued by the General Secretaries of State Bank of India Officers' Association (Bengal Circle) and State Bank of India Staff Association (Bengal Circle), the contents of which are self-explicit.

With revolutionary greetings,

Shubhajyoti Chattopadhyay
(General Secretary)

Joint Letter No. 1/2026

Date: 19.01.2026

The Chief General Manager,
State Bank of India,
Local Head Office,
Kolkata.

Dear Sir,

DEPUTATION OF BANK OFFICERS AND EMPLOYEES FOR DUTIES RELATED TO SIR AND ELECTION PAYMENT OF TA/DA (HALTING) AND REMUNERATION

We draw your immediate and urgent attention to the concerning issue of orders of deputation being issued to the officers and employees of our Circle, for SIR related duties, in connection to the ensuing state election in 2026.

We categorically emphasize upon the specific clause of Election Commissioner of India (ECI)'s circular no. 464/INST/EPS/2023 (Election Official) dated 07/06/2023, which states "**Care should be taken to ensure that wherever employees of any Government Departments/ Institutions/ PSUs/ authorities are requisitioned, only minimum number required are drafted for election duty, so that the regular activities of these institutions are not hampered.**" The said circular further states "**Employees of Banks and LIC will be drafted on regular election duty to the minimum extent possible and only in constituencies where there is inadequate number of manpower or in emergent circumstances such as strike etc.**" Thus, from the above extract of the said circular of ECI, it is amply clear and well established that employees of Banks and LIC should invariably be the last preference for requisitioning for election related duties and such duties may only be allotted to Bank and LIC employees when there is absolute non availability of any other resources to perform such election related duties. Pertinent to note that in our Kerala and Bihar circle no Bank employees were requisitioned for performing SIR related duties when such exercise was carried out thereat. It is a well-known fact that upon requisitioning of Bank employees for election related duties the branches suffer of manpower shortage to an inexplicable extent thereby affecting customer service at large, which substantially aids in tarnishing the image of the Bank. And moreover, since the Banking industry has been categorized as Public Utility Service, the industry cannot afford to withstand such adhoc shortage of manpower which not only destabilizes the business of the organization but also deters the Bank / branches from providing desired level of customer service during such period of acute manpower shortage.

We sincerely believe appropriate explanation of the extant provisions of the said Circular of ECI to the concerned Election Commission body in our state shall definitely be considered by their good office, to desist from requisitioning the Bank employees from performing duties related to election, thereby allowing this public utility service to continue without any interruption, upholding the interest of the citizens of the country at large.

Over and above the aforesaid discussion, it is pertinent to mention that Bank Officers and employees while deputed for election related duties are eligible for TA/DA (Halting) as per the extant norms, which stands mentioned categorically in Election Commissioner of India (ECI)'s circular no. 464/INST/EPS/2023/ Remuneration & TA/DA dated 06/06/2023, which states as under

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"B. Payment of TA/DA:

- (i) *All persons put on election duty should be paid, as far as possible, 100% TA/DA admissible to persons deployed either in advance or immediately within 24 hours of the completion of their duty. Alternatively, 80% of TA/DA can be paid in advance and remaining 20% amount can be paid within 30 days of election.*
- (ii) *TA/DA, as admissible, shall be paid for both General and Bye elections.*
- (iii) *The Drawing and Disbursement Officer shall not wait for any specific request from the Officers appointed for election related duty for drawing the advance, but shall treat the appointment order issued by District Election Officer / Returning Officer itself as the proof and request on behalf of the officers/ officials concerned.*
.....
.....
- (iv) *In some instances, officer/ officials may have to appear before Courts to attend judicial proceedings which arise on account of duties performed during elections, sometimes, even after their retirement. In such cases, officers/ officials shall be reimbursed the amount of TA/DA incurred on account of their appearance before Courts as per the rates of TA/DA admissible at the time of retirement of officers/ officials concerned....."*

Moreover, para (C) of the said circular clearly mentions under specific heads the specific Rates of Remuneration, rate of Food / Refreshment and TA/DA and in case of the head termed TA/DA it is clearly mentioned as under:

TA/DA	
Category of Beneficiaries	Rate
Persons deployed for election related duties	100% TA/DA <i>Method-1: 100% of TA/DA either within 24 hours of completion of election duty or in advance.</i> <i>Method-2: 80% of TA/DA in advance & 20% within 30 days of completion of election.</i>

Thus, as per the above guidelines, it is necessary that the Bank Officers and employees are duly paid their requisite TA/DA (Halting) as per the Bank's norms and the prescribed rates of the specific centre of election related duty. Here, it must be further mentioned that performing SIR related duties in connection to the ensuing state election in 2026, entails prolonged period of stay of the Bank Officers/employees outside their home centre for necessary performance of duties allotted by Election Commission during their such period of deputation. Inevitably, the period of stay of such Bank officers/ employees outside their home centre necessitates staying in hotels and thus such cost of lodging and boarding should invariably be reimbursed by the Bank to such officers and employees, as these costs were borne by them only for the performance of their allotted duties. In this connection, it will not be out of context to mention that the lumpsum payment of Rs. 30000.00 to Micro observers as mandated by ECI is still pending. We request for early release of the said amount which would to some extent ameliorate the financial burden being borne by the officers / employees who are deputed as Micro observers far away from their residence/ posting.

We thus, request you to kindly ensure that our Bank being the parent organization should invariably resist any adhoc deployment of Bank officers and employees for election related duties and also makes necessary payment of TA/DA and halting allowance, as also the cost of lodging and boarding to all such officers/employees deputed for election related duties including SIR related duties and thus ensure that the officers/ employees do not suffer any financial stress / burden for performing such election related duties.

With regards,

Yours sincerely,

Sd/-
General Secretary
State Bank of India Officers' Association
(Bengal Circle)

Sd/-
General Secretary
State Bank of India Staff Association
(Bengal Circle)