

**HUMAN RESOURCES DEPARTMENT
STATE BANK OF INDIA
CORPORATE CENTRE, MUMBAI**

Benefits Available to Ex-Servicemen Employees

1. RECRUITMENT:

Reservation:

The reservation of vacancies for various categories e.g. SC/ST/OBC/EWS/ Ex-Servicemen/PWD all categories, Widow, Divorced women and women judicially separated etc. is applicable as per Government of India guidelines applicable from time to time.

Relaxation in upper age limit in Recruitment:

Category	Age Relaxation
Ex-Servicemen / Disabled Ex- Servicemen	Actual period of service rendered in defence services + 3 years (8 years for Disabled Ex-Servicemen belonging to SC/ST) subject to max. age of 50 years

Cumulative age relaxation is not available either under above items or in combination with any other item.

2. POSTING OF BANK GUARDS:

As the ex-servicemen are being re-employed in subordinate cadre after serving many years in various places of the country, to the extent possible, the posting of Guards is preferably done at his home district or nearer to his home district as far as possible/practicable, however the provision is not binding on the Bank.

3. PAY FIXATION OF EX-SERVICEMEN EMPLOYEES:

Fixation of pay of ex-servicemen in Public Sector Banks is governed by the Guidelines / instructions issued by the Government of India and as circulated by us from time to time

Ex-Servicemen who are graduates may be given increments for graduation irrespective of the fact whether they have passed graduation before joining the service of the bank or afterwards. However, if the ex-serviceman had been given some benefit for graduation which was reflected in the pay drawn by him while in the armed services, the fitment in the Bank's scale has to be done after withdrawing such additional benefit and thereafter the two increments for graduation must be given.

An ex-serviceman whose qualification is treated as equivalent to that of a graduate is not to be treated as a graduate to earn the benefit of increments in terms of Awards/Settlements. In other words, this benefit will be available to an ex- serviceman only if he has passed civil examination equivalent to graduation.

4. SPECIAL LEAVE:

For Disabled ex-servicemen: Special casual leave upto a maximum of 15 days in a financial year including transit time both ways, may be granted to the disabled ex-servicemen employees of the Bank to enable them to appear before the Medical Resurvey Board for assessing their disability pension or to go to the Artificial Limbs Centres for replacement of the artificial limb(s). Such leave are granted on production of Medical discharge certificate from the authorities s concerned.

Leave to Bank guards for army training: A Bank guard who is a reservist in the Indian Army shall be permitted to attend periodical training courses conducted by the Army Authorities. The period of the of the training course is treated as on duty.

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The information is for general reference only and not to be used for any other purpose