



# ALL INDIA RRB OFFICERS' FEDERATION

(AFFILIATED TO AIBOC)

Central Office: JGGP House, Raja Rammohan Roy Road, Hakimpura, Siliguri – 734001  
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Circular # 36:2013

26<sup>th</sup> November 2013

All Affiliates/ Members  
(Please re-circulate)

**MEETING WITH REPRESENTATIVES OF DFS,  
SPONSOR BANKS, RRBs AND REPRESENTATIVES  
OF UNIONS OF RRBs ON 22<sup>ND</sup> NOVEMBER, 2013 ON  
COMPREHENSIVE REVIEW OF ALL HUMAN RESOURCES POLICIES**

NABARD convened a Meeting of Representatives of Dept. of Financial Services (Govt. of India), Sponsor Banks, RRBs and Representatives of Unions/ Association of RRBs on 22<sup>nd</sup> November, 2013 at NABARD, Head Office, Mumbai. AIRRBOF duly presented their views in the Meeting.

The gist of the Meeting is as under:

The meeting was attended by Dy. Secretary, GOI, Senior Research Officer, GOI, CGM NABARD, GM, law, NABARD, Sponsor Bank Officials of SBI, BOI and Canara Bank, Chairmen of Punjab Gramin Bank, Kerala Gramin Bank, Pragathi Krishna Gramin Bank, Vidharbha Konkan Gramin Bank, Marudhar Gramin Bank and representatives of Associations \Unions.

Chief General Manager(IDD), NABARD welcomed the representatives of Associations /Unions and said that they are interested in resolving the issues of RRBs because they feel that welfare of employees is important in development of any Institution. At the same time improvement in health of Institution is also important.

Deputy Secretary to the Govt. of India Shri A.K. Dogra also welcomed all the participants and declared that issue of Inter se Seniority of staff of amalgamated RRBs have been cleared by GOI yesterday and mail has been sent to NABARD.

After introduction of participants, Agenda wise discussion took place.

**AGENDA 1. RATIO OF DIRECT RECRUIT & PROMOTEES IN RRBs - REVISION THERE OF:**

NABARD GM Shri Ramkrishna presented the data of attrition in RRBs. All the participants were unanimously opined that considering the high attrition rate, restriction of 50% for waiting list should be removed. It was decided to raise the waiting list limit up to 100% of vacancies. The sponsor Bank shall submit such demand to Nabard and NABARD will sent it to DFS, GOI for approval.

AIRRBOF pointed out that some sponsor Bank are imposing conditions on recruitment of staff which is contrary to the instruction of GOI. We demanded recruitment of all existing shortfall without any restrictions, considering the retirement to be taken place in next five years, opening of proposed branches etc.



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**AGENDA 2. AMENDMENT OF THE THIRD SCHEDULE OF APPOINTMENT & PROMOTION RULES TO MAKE IT SIMILAR TO THAT OF PSB EMPLOYEES:**

Association\Unions demanded Appointment and Promotion rules on par with sponsor Bank. It was also demanded that relaxation in the number of years of services should be given as per sponsor Bank in case of promotions in all grades.

The Senior Research Officer, GOI shri Arya said that the service Regulations in PSBs are also different from Bank to Bank therefore it cannot be on par with sponsor Bank. He agreed to give relaxations in length of service but not on par with sponsor Bank. He said that some additional relaxation powers may be given to Board of RRBs.

Some organization raised the issue of appointment of Daily wage sepyo and sweepers who are working for last 10-15 years. The Govt. officials clarified that hereinafter no recruitment should be made in sweeper and messengers\sepyo category and these works are to be outsourcers as being done by sponsor Banks. They said that it is very difficult task to identify these daily wage workers. It will also invite litigation and complications therefore a small committee will look into the aspect of appointment of daily wages workers and give suggestions.

A separate committee will be formed to suggest the Amendments in SSR and relaxations for promotions in consultations with sponsor Bank, RRBs and Association\Unions.

**AGENDA 3. REVIEW OF SERVICE REGULATIONS OF RRBS TO MAKE THEM SIMILAR TO PSBS:**

Association\Unions demanded service regulations on par with sponsor Bank. AIRRBOF demanded separate Service Regulations for Officers and Clerical staff. The following disparities were raised in this regards.

- i) VRS is not available to RRB staff.
- ii) Definition of minor and major misconduct is not defined.
- iii) Review of penalty is not available under Disciplinary Proceedings.
- iv) Gratuity rules are not clear. Etc.

**AGENDA 4. GUIDELINES FOR APPOINTMENT OF CHAIRMEN:**

**AGENDA 5. FIT AND PROPER CRITERIA FOR DEPUTING STAFF FROM SPONSOR BANKS TO RRBS.**

These two issues were discussed separately with Chairmen and sponsor Bank Officials after lunch.



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## **AGENDA 6. MAINTAINING DATA CENTER OF RRB OUTSIDE THEIR JURISDICTION:**

Association\Unions pointed out that Data Centers of RRBs are maintained along with their sponsor Bank at metropolitan cities which is outside of their jurisdiction. As per service regulation RRB staff cannot be deputed out of their jurisdiction. The RRB staff posted at these Data centers is not getting deputation allowance and other facilities as available to their counter parts. Therefore RRB staff should also be given deputation and other allowances to compensate with the actual expenses. The Chairman of Punjab Gramin Bank also supported this demand and said that work of RRB staff at Data Center is better than even sponsor Bank officials.

It was clarified by Shri Arya, Senior Research Officer that maintaining of Data Center outside the jurisdiction is essential looking to the disaster risk. However, it is entirely the job of sponsor Bank to manage the functions of Data Center of their RRBs. Therefore individual RRB in consultation with their sponsor Bank has to decide the issue of posting of RRB staff etc.

## **AGENDA 7. OTHER ITEMS:**

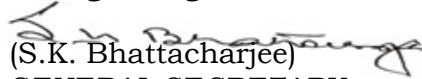
- i)** Associations/ Unions demanded that other benefits and allowances are not uniformly provided to RRB staff after amalgamation.
- ii)** There was no necessity for GOI to go for litigation on pension issue.
- iii)** JCC Meetings not hold since last two years. The decisions taken in earlier JCC has not been implemented.
- iv)** Staff welfare fund is to be created as per sponsor Bank.

Shri Arya said that issue of other benefits and allowances is to be discussed with sponsor Bank. Associations unions pointed out that no discussion by any sponsor bank is done in this regard with unions. He assured to look into the matter positively and issue suitable instructions.

The meeting ended with vote of thanks by NABARD Officials.

Further follow up action taken by NABARD / Govt. of India shall be circulated in due course.

With greetings,

  
(S.K. Bhattacharjee)  
GENERAL SECRETARY