



**All India RRB Officers' Federation
(AFFILIATED TO AIBOC)**

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All Affiliates/ Members
(Please re-circulate)

**GREAT DISMAY AMONG OFFICERS OF RRBS OVER
VIRTUAL ABSENCE OF ANY DISCUSSION IN REGARD TO STAFF
MATTERS IN THE REVIEW MEETING HELD ON 21ST JANUARY, 2016**

We reproduce hereunder the text of the letter written by the Federation on the captioned subject to The Secretary, Dept. of Financial Services, Ministry of Finance, Govt. of India for your information & necessary action.

QUOTE

We beg to refer to the proceedings of the Second Half Yearly Review Meet of RRBs held at New Delhi on 21st January, 2016. We are very aghast to find that important staff issues were conspicuously not appeared on the points of discussion of HR Sub-Committee. We point out the following points which deserved to have find place in discussion.

1. Nothing has been clarified on Pension issue of RRB Staff which is most burning and important issue for RRB staff causing serious concern and Industrial unrest.
2. As regards 'Other Allowances and Benefits' it is mentioned that the Final recommendations of JCC held on 19-10-2015 has been forwarded to GOI on 02nd Nov. 2015.

The matter is under discussions for last 6 months and despite being agreed on various forums decision has not been taken. Some Banks had released the benefits on par with sponsor Bank but unfortunately after amalgamation these benefits have also been reduced.

3. JCC is a consultative Forum without any decisive powers. All RRBs must be members of IBA and IBA be authorised as Consultative Forum for RRBs too.

We seem it appropriate to point out that the following issues which need your kind consideration.

1. As per NIT award RRB staff are eligible for wages and other allowances on par with sponsor Bank. However despite lapse of 22 years, necessary amendment in section 17 of RRB Act has not been made.
2. NABARD/GOI had agreed to reintroduce Compensatory appointment scheme on par with sponsor Banks from retrospective date, but circular is yet not been issued. The matter was not clarified in the meeting.



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3. NABARD /GOI have introduced Incentive Scheme for Chairmen. It is being introduced for Directors also. The said scheme should also be introduced for officers of RRBs.

4. Another part of motivation is promotion. There is vast difference in the length of service criteria for promotion in higher grade in RRBs as compared to sponsor Bank. The relaxation should be given in the matter in view of large number of retirements in next 3-4 years. The power for relaxation in no. of years of service be vested with Board on line with sponsor Bank.

5. In most of the RRBs, Rotation Norms are not followed; resultantly many officers are working at same place for last 15 to 20 years. All RRBs be compelled to follow rotation norms strictly and officers working at Head Offices / other Administrative Offices must be Transferred after every 3 years.

6. The Priority Sector Norms for RRBs have been increased. Therefore RRBs may not be able to lend more to non priority sector, high yielding advances and investments. It will adversely affect the profitability of RRBs. Therefore PSL Norms for RRBs should not be more than 40%.

7. CASA Deposits percentage has been reduced because State Governments are keeping funds of various Govt. Schemes with Commercial and Private Banks. Despite Central Govt.'s instructions no State Govt. except Govt. of Maharashtra has passed on the instructions to their departments. The Govt. of Maharashtra has issued the instructions but they have put condition that funds should be kept with only those RRBs having net worth of RS. 4000 crores and above. Therefore no RRB shall be eligible.

8. Representative of Officers should be nominated on Board of Directors.

9. Transfer Policy: RRBs have been advised to discuss the matter with Associations / Unions. Only formal views have been sought from Associations and no discussions have been made in most of the RRBs.

UNQUOTE

With greetings,



(S.K. Bhattacharjee)
GENERAL SECRETARY