



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

Central Office: JGGP House, Raja Rammohan Roy Road, Hakimpura, Siliguri- 734001
Tele-fax : 0353-2536449 General Secretary Mobile # 98008-66932
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Circular # 31:2016

11th April 2016

All Affiliates/ Members
(Please re-circulate)

**GENERAL SECRETARY, AIRRBOF HELD DISCUSSION WITH JOINT
SECRETARY ON SEVERAL HR ISSUES CONCERNING OFFICERS OF RRBs**

In accordance with the prior arrangement Consultative Meeting was held with Ms. Anna Roy, Joint Secretary (Ps), GOI, DFS, New Delhi on 8th April, 2016 at 11:30 am by General Secretary, AIRRBOF.

The following issues came up for discussion:

- (i) Changes in RRB Officers & Employees Service Regulation and end disparity in payment of gratuity to the officers.
- (ii) Changes proposed in the RRB Appointment & Promotion Rules need to be notified and published in Gazette of India (Extraordinary).
- (iii) Revision in Housing & Conveyance Loan Scheme for Officers & Employees Working in RRBs.
- (iv) Revision in other Allowances & Benefits in RRBs at par with Sponsor Bank.
- (v) Reintroduction of Compassionate Appointment Scheme in RRBs.
- (vi) Taking of Associate Membership of IBA by RRBs & Reconstitution of JCC at IBA Level.
- (vii) Handling over Regularity Aspect of RRBs back to Reserve Bank of India.

She was found to be very positive on the issues. We were also requested to mail her a detailed letter in this regard which we sent already. Such letter is also reproduced for your information & records. Let us look forward to positive action by DFS.

With greetings,


(S.K. Bhattacharjee)
GENERAL SECRETARY

Encl:



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11th April 2016

To
Smt. Anna Roy,
Joint Secretary (Ps),
Govt. of India,
Dept. of Financial Services,
New Delhi – 110001

Madam,

ISSUES CONCERNING RRBS

We thank you for giving me an opportunity to meet you on 8th April, 2016. We assure you of our full help & support in your endeavour to develop the RRBS further. We are committed to common goal of development of RRBS.

I shall crave leave to bring to your kind notice to certain HR issues concerning the officers of RRBS whom we overwhelming represent in all 56 RRBS.

(i) Changes in RRB Officers & Employees Service Regulation and end disparity in payment of gratuity to the officers:

The existing provisions of RRBS Officers & Employees Service Regulations restrict the officers to have the equity in payment of Gratuity. The gratuity payable to RRB officers is reckoned on the basis of their Basic pay only where as for clerical and subordinate staff the same is reckoned on the basis of Basic Pay & Allowances. In the process the gratuity admissible to officers is comparatively lower than other staff members even through their Salary are much higher. This was raised time and again with NABARD without any avail.

(ii) Changes proposed in the RRB Appointment & Promotion Rules need to be notified and published in Gazette of India (Extraordinary):

We shall request you to formally send the revised Appointment & Promotion Rules to all RRBS for adoption in the Board and subsequent publication in Gazette of India (Extraordinary) to regularise the process of the interim arrangement made to smoothen the process of Recruitment in RRBS.

(iii) Revision in Housing & Conveyance Loan Scheme for Officers & Employees Working in RRBS:

We would like to share with you that NABARD had revised the quantum of Housing Loan & Conveyance in RRBS way back in the year 1993. The quantum is Rs. 6 Lakh for Housing Loan and Rs. 80000.00 for conveyance Loan at concessional rate of interest is pretty paltry considering the present conditions. It



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is also a fact that several RRBs after taking decision in their respective Board of Directors unilaterally revised the ceiling of Housing Loan and Conveyance Loan at par with those existing in the respective Sponsor Banks. In the process great disparity was set in RRBs and even amongst RRBs of same Sponsor Bank disparity is existing. In the process certain officers of RRBs have to take Housing Loan & Conveyance Loan from other Banks. The gamut of the issue need to be looked into fresh perspective of the existing condition, the health of the respective RRB, the available fund and the justified rate of interest. We propose that NABARD should be advised to constitute a committee with representatives of DFS also take appropriate decision after due consultation with Apex Trade Unions in RRBs. In view of large influx of new officers & employees in RRBs this is absolutely required to provide the required motivation by upgrading the loan scheme to retain the new recruits in the RRBs.

(iv) Revision in other Allowances & Benefits in RRBs at par with Sponsor Bank:

DFS, while issued the instruction for revision of pay & related allowances advised that in regard to revision in other allowances a separate instruction shall be issued. NABARD long back submitted its recommendations and even the load factor of such allowances & benefits have been updated. The issue need to be resolved fast by upgrading other allowances & benefits at par with Sponsor Bank to keep the officers & employees contented and motivated.

(v) Reintroduction of Compassionate Appointment Scheme in RRBs:

This issue is long pending at the level of DFS. This pending matter is creating trouble to the family of officers & employees whose kin are dying in harness. This issue deserved to be resolved by reintroducing Compassionate Appointment Scheme in RRBs.

(vi) Taking of Associate Membership of IBA by RRBs & Reconstitution of JCC at IBA Level:

IBA had invited all the RRBs to become its Associate Member to create a platform for RRBs to take up all developmental matters. IBA being a professional body is better equipped not only in dealing with developmental matter but also can effectively function as Joint Consultative Committee at their level once all RRBs become its Associate Members. NABARD had really failed to make the JCC effective for which purpose it was constituted by GOI, DFS. We shall request you to advise all RRBs to compulsorily become Associate Member of IBA. Incidentally RRBs sponsored by State Bank of India had make a reference to DFS to advise them whether RRBs should be Associate Members IBA or not. This is really uncalled for as RRB boards are taking decision in the matter and already almost



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40 RRBs have become Associate Member of IBA. Once the process of becoming Associate Members of IBA by RRBs is completed, the JCC at NABARD Level need to be reconstituted with Representatives of IBA, NABARD, RRB, DFS and Apex Level Trade Unions of RRBs. This would enable DFS to have professional consultant in the form of RRBs to effectively monitor RRBs. In the days to come. RRBs are going to face lot of challenges from new emerging Banks and NABARD is incompetent to deal with the matter.

(vii) Handling over Regularity Aspect of RRBs back to Reserve Bank of India:

You would appreciate that with the promulgation of NABARD Act and its subsequent emergence the regulatory aspect of RRBs including Inspection u/s 35 had been handed over to NABARD. At that point of time number of RRBs were 196 which are now only 56. NABARD is at one hand Supervisor for RRBs and on the other is the Regulator. NABARD had got a vested interest in pursuing RRBs to draw Refinance from them and the NABARD Director in the Board of RRBs plays that role only. The quality of inspection of RRBs by NABARD is much inferior compared to inspection by RBI. Therefore, a policy decision should be taken to handover the function of Regulation & Inception of RRBs back to Reserve Bank of India.

We look forward to your taking kind action in the areas indicated by us at the earliest.

With regards,
Yours faithfully,


(S.K. Bhattacharjee)
GENERAL SECRETARY