



All India RRB Officers' Federation (AFFILIATED TO AIBOC)

Central Office: JGGP House, Raja Rammohan Roy Road, Hakimpara, Siliguri- 734001
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Circular # 25:2017

1st April 2017

All Affiliates/ Members
(Please re-circulate)

VII TH MEETING OF THE JOINT CONSULTATIVE COMMITTEE HELD AT NABARD HO, MUMBAI ON 30TH MARCH 2017

After a gap almost 17 months and after our continued persuasion, NABARD convened the VII th JCC Meeting vide its letter dated 16th March, 2017. On behalf of our Federation we have submitted several new HR issues as agenda of the JCC Meeting couple of months back.

The VII th JCC Meeting was chaired by Shri R. Amalorpavanathan, Dy. Managing Director, NABARD in the absence of the Chairman, NABARD. Com. S.K. Bhattacharjee, General Secretary of our Federation attended the JCC Meeting with full preparation. With the welcome address by Dr. U.S. Saha, Chief General Manager, IDD the meeting got underway. Initial address was made by Shri R. Amalorpavanathan, DMD, NABARD. Thereafter, our General Secretary pointed out that it is highly unbecoming of NABARD net to convene JCC Meeting for such a long period and the agenda notes were not circulated. He pointed out that the efficacy of JCC shall only be established when it would have mandatory power to enforce the decisions taken in the JCC. The Chairman and members of JCC appreciated our view point and thereafter agenda wise discussion followed:

The Minutes of the 6th Meeting along with Action Taken Report was marshaled by Shri N.P. Mohapatra, General Manager, IDD, NABARD. On behalf of our Federation we highlighted on the following issues.

- (i) The discrimination to officers in regard to the quantum of gratuity fixation need to be ended and officers should be made eligible to receive gratuity on Basic Pay, DA and eligible allowances as per provision of Payment of Gratuity Act, 1972 and not as per Regulation 72 of the Officers and Employees Service Regulations.
- (ii) Reimbursement of Conveyance Expenses to officers in line with the Scheme existing in Public Sector Bank so that officers can be further motivated to go to field for Recovery.
- (iii) Provision of Rent Reimbursement for accommodation at the place of posting in order to motivate all officers to stay at the HQ for better business development.
- (iv) Provision of Staff Welfare Scheme in all RRBs.



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(v) Immediate introduction of Health Insurance Scheme in RRBs for both serving and retired officers and employees.

(vi) Introduction of Incentive Scheme for officers in line with the incentive scheme provided to the Chairmen of RRBs.

(vii) Immediate increase in the accommodation of PL upto 270 days which had already been implemented in PSBs.

(viii) We pointed out glaring disparity in regard to eligibility criteria for promotion in different grades of officer vis-à-vis Public Sector Banks to ensure faster career growth for officers.

(ix) We also harped on immediate release of instruction by GOI/DFs on Part B of other allowances as different Sponsor Banks are taking different stand so as to generate discrimination from RRB to RRB.

(x) The RRB Promotion Policy is yet to be notified by Govt. of India for adoption by the RRB Board and subsequent gazette Notification.

Shri R. Amalorpavanathan, Dy. Managing Director, NABARD appreciated all the points raised by our Federation and assured that NABARD shall take up the issues with Govt. of India, DFS for implementation.

The VII th JCC, Meeting concluded with summing up by Shri R. Amalorpavanathan, DMD, NABARD.

With greetings,


(S.K. Bhattacharjee)
GENERAL SECRETARY