



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

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Circular # 89:2015

24th November 2015

All Affiliates/ Members
(Please re-circulate)

**GOVT. OF INDIA, DFS ISSUED INSTRUCTIONS TO ALL RRBS TO ADOPT RRB
(APPOINTMENT AND PROMOTION OF OFFICERS AND EMPLOYEES) RULES.
2015.**

Govt. of India, Dept. of Financial Services, issued guidelines to all 56 RRBs to adopt Regional Rural Banks (Appointment and Promotion of Officers and Employees) Rules. 2015. The new rules shall replace 2010 rules with some changes like handing over Interview Process to IBPS and certain changes in eligibility criteria in length of service. We have risen our objection to GOI. DFs. We attach the new policy set out as an attachment to this circular. Office bearers/CC members/affiliates may notify AIRRBOF Central Office any inconsistencies in the rules and the amendment proposed. We shall consolidate the suggestions received and correlate to ventilate the same to GOI and DFs. Please treat the matter as urjent.

With greetings,

(S.K. Bhattacharjee)
GENERAL SECRETARY

[To be published in Gazette of India, Extraordinary Part II – section 3 – sub–section (ii)]

Ministry of Finance
(Department of Financial Services)

NOTIFICATION

New Delhi, dated the _____, 2015

S.O. (E)"/ "In exercise of the powers conferred by section 29 of the Regional Rural Banks Act, 1976 (21 of 1976) read with section 17 thereof and in supersession of the Regional Rural Banks (Appointment and Promotion of Officers and Employees) Rules, 2010 except as respects things done or omitted to be done before such supersession, the Central Government after consultation with the National Bank, hereby makes the following rules, namely :-

1. **Uj qt vWrg'cpf 'eqo o gpego gpvØ**

- (1) These Rules may be called the “Regional Rural Banks (Appointment and Promotion of Officers and Employees) Rules, 2015”.
- (2) They shall come into force on the date of their publication in the Official Gazette.

2. **Fghpk/qpuØ'''**

In these rules, unless the context otherwise requires, -

- (a) "Act" means the Regional Rural Banks Act, 1976 (21 of 1976);
- (b) "Committee" means the Committee constituted by the Board or the Institute of Banking Personnel Selection (IBPS), as the case may be, under rule 11 of these rules;
- (c) "Regional Rural Bank (Officers and Employees) Service Regulations" means the Service Regulations framed under section 30 of the Act;
- (d) "Schedule" means any one of the Schedules to these rules;
- (e) "Sponsor Bank" in relation to Regional Rural Bank specified in column (2) of the Second Schedule means, -
 - (i) the Sponsor Bank specified in column (3) of Second Schedule; and
 - (ii) which sponsors the Regional Rural Banks specified in column (2) of the Second Schedule.
- (f) all other words and expressions used in these rules and not defined but defined in the Act shall have the meanings respectively assigned to them in the Act.

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(1)(a) The officers and employees of the Bank shall be classified as follows:-

- (1) Group "A" – Officer
 - (i) Scale I (Assistant Manager) - Junior Management

- (ii) Scale II - (Manager) - Middle Management
- (iii) Scale III- (Senior Manager) - Middle Management
- (iv) Scale IV - (Chief Manager) – Senior Management
- (v) Scale V - (Assistant General Manager) – Senior Management

Explanation: For the purposes of these rules, the Officers may be functionally designated by the Chairman, as Branch Manager, Regional Manager or General Manager, depending on the work or functions assigned and the Scale of the Officer.

- (b) Group “B” - shall consist of Office Assistants (Multipurpose).
- (c) Group “C” - shall consist of Office Attendants (Multipurpose).

(2) Group “A”, Group “B” and Group “C” shall consist of officers and employees of each Regional Rural Bank specified in the First Schedule to these rules.

4. Etgc vq p'qh Rquw

The Board may, create requisite number of vacancies in each category of posts as are specified in the First Schedule to these rules in accordance with the guidelines approved by the Central Government from time to time.

5. Xcecpelgu

The Board may determine the number of vacancies in each category of posts to be filled by direct recruitment or promotion, keeping in view the Guidelines approved by Central Government from time to time.

6. Hknp i 'w 'qh' xcecpelgu

(i) All vacancies determined under Rule 5 by the Board shall be filled by promotion or direct recruitment in accordance with the provisions contained in these rules and Third Schedule to these rules;

(ii) Officers in Senior Management of Scale IV and Scale V are liable to be posted to any other Regional Rural Bank sponsored by the same Sponsor Bank as General Manager as per the decision of the Sponsor Bank.

7. Cr r qlpvpi 'Cwj qtk{ 0"

The Chairman shall be the Appointing Authority in respect of officers and the General Manager shall be the appointing authority in respect of employees, if so authorised by the Board:

Provided that if there is no incumbent to the post of General Manager, the Chairman shall be the Appointing Authority in respect of employees also.

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8. F k gev't getwko gpW

The vacancies of officers and employees shall be filled by each Regional Rural Bank in accordance with the provisions of Third Schedule of these rules and subject to such guidelines as may be issued by the Central Government from time to time.

9. Ci gpe{ 'tqt 'F k gev'T getwko gpW

(i) Written examination and interview for the selection of the candidates by direct recruitment to the posts of officers and employees other than those of Group 'C' employees shall be entrusted to the Institute of Banking Personnel Selection or any other agency approved by the Govt.

(ii) The Institute of Banking Personnel Selection or other agency approved by Govt shall follow the procedure as laid down under Rule 8 and forward the list of candidates selected in the recruitment process to the Regional Rural Bank concerned.

10. T getwko gpv'q'vj g'r quu"qhl tqwr 'FE,0

The posts of Group 'C' employee shall be filled in by the Regional Rural Bank after making a reference to the Employment Exchange, Sainik Board or other agencies catering to the welfare of Scheduled Castes/Scheduled Tribes, Physically Challenged Persons or other special category of persons as are recognized by the Central Government or the State Government having jurisdiction over the Regional Rural Bank filling the posts as well as from open market through advertisement in two widely circulated newspapers (one in vernacular language) in the area of operation including postings of the advertisement on the official website of the RRB.

Provided that preference shall be given to candidates belonging to Scheduled Castes and Scheduled Tribes in accordance with the instructions or guidelines issued by the Central Government in this regard from time to time.

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- (i) The Board may, from time to time, constitute Committees consisting of the persons specified under each post in the Third Schedule for the purpose of recommending candidates for promotion to the posts of Office Assistant (Multipurpose), Officers Scale I, II, III, IV, V and recruitment of Office Attendant (Multipurpose) as referred to in the Third Schedule. The Committees shall function for such period as may be determined by the Board.
- (ii) Selection Committee for recruitment for the posts of Office Assistant (Multipurpose), Officers Scale I, II, III shall be independent of the bank management as constituted by IBPS or any other agency as approved by the Central Government.
- (iii) The Committees shall recommend to the appointing authority the candidates for recruitment or promotion to the posts mentioned in the Third Schedule to these rules, in accordance with the provisions contained in that Schedule.

12. **TgugtxcvkqpO**"

Provisions of Reservation Policy for Scheduled Castes, Scheduled Tribes and other Special category of persons as per the Guidelines of Department of Personnel and Training, Government of India issued from time to time, to the extent relevant in the context of the Regional Rural Banks, shall apply while following these Rules. This also includes the Guidelines regarding Normal and Extended Zones of Consideration for promotion in respect of Scheduled Castes and Scheduled Tribes, issued from time to time, by the Department of Personnel and Training, Government of India.

13. **Rqy gt'vq'kpvgr tgO**"

The power to interpret these Rules shall vest in the Central Government and the Central Government may issue such administrative instructions or guidelines in consultation

with the National Bank as may be necessary to give effect to and carry out the provisions of these rules or to remove any difficulty in their implementation.

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Serial Number	Classification of Officers and Employees	Description of Post	Designation	Reference
(1)	(2)	(3)	(4)	(5)
1	Group "A"	Officer Junior Management (Scale I)	Assistant Manager	AnnexureA-1
2	Group "A"	Officer Middle Management (Scale II)	Manager	AnnexureA-2
3	Group "A"	Officer Middle Management (Scale III)	Senior Manager	Annexure A-3
4	Group "A"	Officer Senior Management (Scale IV)	Chief Manager	Annexure A-4
5	Group "A"	Officer Senior Management (Scale V)	Assistant General Manager	Annexure A-5
6	Group "B"	Office Assistant (Multipurpose)	Office Assistant (Multipurpose)	Annexure B
7	Group "C"	Office Attendant (Multipurpose)	Office Attendant (Multipurpose)	Annexure C

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Serial Number	Name of the Regional Rural Bank	Sponsor Bank	State
(1)	(2)	(3)	(4)
1	Andhra Pradesh GrameenaVikas Bank	State Bank of India	Andhra Pradesh
2	Andhra PragathiGrameena Bank	Syndicate Bank	Andhra Pradesh
3	Chaitanya Godavari Grameena Bank	Andhra Bank	Andhra Pradesh
4	SaptagiriGrameena Bank	Indian Bank	Andhra Pradesh
5	Arunachal Pradesh Rural Bank	State Bank of India	Arunachal Pradesh
6	Assam GraminVikash Bank	United Bank of India	Assam
7	LangpiDehangi Rural Bank	State Bank of India	Assam
8	Bihar Gramin Bank	UCO Bank	Bihar
9	Madhya Bihar Gramin Bank	Punjab National Bank	Bihar
10	Uttar Bihar Gramin Bank	Central Bank of India	Bihar
11	Chhattisgarh RajyaGramin Bank	State Bank of India	Chhattisgarh
12	Baroda Gujarat Gramin Bank	Bank of Baroda	Gujarat
13	Dena Gujarat Gramin Bank	Dena Bank	Gujarat
14	SaurashtraGramin Bank	State Bank of India	Gujarat
15	Sarva Haryana Gramin Bank	Punjab National Bank	Haryana
16	Himachal Pradesh Gramin Bank	Punjab National Bank	Himachal Pradesh
17	EllaquaiDehati Bank	State Bank of India	Jammu & Kashmir
18	J&KGrameen Bank	J&K Bank Ltd.	Jammu & Kashmir
19	Jharkhand Gramin Bank	Bank of India	Jharkhand
20	VananchalGramin Bank	State Bank of India	Jharkhand
21	Karnataka VikasGrameena Bank	Syndicate Bank	Karnataka
22	KaveriGrameena Bank	State Bank of Mysore	Karnataka
23	Pragathi Krishna Gramin Bank	Canara Bank	Karnataka
24	Kerala Gramin Bank	Canara Bank	Kerala
25	Central Madhya Pradesh Gramin Bank	Central Bank of India	Madhya Pradesh
26	MadhyanchalGramin Bank	State Bank of India	Madhya Pradesh
27	Narmada JhabuaGramin Bank	Bank of India	Madhya Pradesh
28	Maharashtra Gramin Bank	Bank of Maharashtra	Maharashtra
29	VidharbhaKonkanGramin Bank	Bank of India	Maharashtra
30	Manipur Rural Bank	United Bank of India	Manipur
31	Meghalaya Rural Bank	State Bank of India	Meghalaya
32	Mizoram Rural Bank	State Bank of India	Mizoram
33	Nagaland Rural Bank	State Bank of India	Nagaland

34	OdishaGramya Bank	Indian Overseas Bank	Odisha
35	UtkalGrameen Bank	State Bank of India	Odisha
36	PuduvaiBharthiarGrama Bank	Indian Bank	Puducherry
37	MalwaGramin Bank	State Bank of Patiala	Punjab
38	Punjab Gramin Bank	Punjab National Bank	Punjab
39	Sutlej Gramin Bank	Punjab and Sind Bank	Punjab
40	Baroda Rajasthan KshetriyaGramin Bank	Bank of Baroda	Rajasthan
41	Rajasthan MarudharaGramin Bank	State Bank of Bikaner and Jaipur	Rajasthan
42	PallavanGrama Bank	Indian Bank	Tamil Nadu
43	PandyanGrama Bank	Indian Overseas Bank	Tamil Nadu
44	TelanganaGrameena Bank	State Bank of Hyderabad	Telangana
45	Tripura Gramin Bank	United Bank of India	Tripura
46	Allahabad UP Gramin Bank	Allahabad Bank	Uttar Pradesh
47	Baroda UP Gramin Bank	Bank of Baroda	Uttar Pradesh
48	Gramin Bank of Aryavart	Bank of India	Uttar Pradesh
49	KashiGomtiSamyutGramin Bank	Union Bank of India	Uttar Pradesh
50	Prathama Bank	Syndicate Bank	Uttar Pradesh
51	Purvanchal Bank	State Bank of India	Uttar Pradesh
52	Sarva UP Gramin Bank	Punjab National Bank	Uttar Pradesh
53	UttarakhandGramin Bank	State Bank of India	Uttarakhand
54	BangiyaGraminVikash Bank	United Bank of India	West Bengal
55	PaschimBangaGramin Bank	UCO Bank	West Bengal
56	Uttar BangaKshetriyaGramin Bank	Central Bank of India	West Bengal

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Appointment to different categories of officers and employees to Group "A", "B" and "C" posts whether by direct recruitment or by promotion shall be effected as per Annexures A-1, A-2, A-3, A-4, A-5, B and C.

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a)	Name of Post	Officer Junior Management (Scale I)						
b)	Classification	Group "A"						
c)	Mode of appointment	50% by Direct Recruitment and 50% by Promotion from Group 'B'.						
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(i)	Age	Above 18 years but below 30 years (relaxation of age in case of Scheduled Caste/Scheduled Tribes candidates or candidates belonging to other Reserved categories in accordance with the instructions/orders issued by the Central Government from time to time in this regard).						
(ii)	Minimum Qualification	(i) Bachelor degree of a recognised University in any discipline or its equivalent. Preference will be given to the candidates having degree in Agriculture, Horticulture, Forestry, Animal Husbandry, Veterinary Science, Agricultural Engineering, Pisciculture, Agricultural Marketing and Cooperation, Information Technology, Management, Law, Economics and Accountancy; (ii) Proficiency in local language, as may be specified by the Board and will be checked at the time of Interview; (iii) Computer knowledge or awareness will be an added qualification.						
(iii)	Selection process	The Selection shall be made on the basis of written test and interview as under: <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Written Test</td> <td>70 marks</td> </tr> <tr> <td>Interview</td> <td>30 marks</td> </tr> <tr> <td>Total</td> <td>100 marks</td> </tr> </table> <p>The written test will be conducted by the Institute of Banking Personnel Selection (IBPS) or any other agency approved by the Govt.</p> <p>The written test shall cover (a) Test of Reasoning, (b) Numerical Ability, (c) General Knowledge and (d) General English or Hindi. The candidates securing a</p>	Written Test	70 marks	Interview	30 marks	Total	100 marks
Written Test	70 marks							
Interview	30 marks							
Total	100 marks							

		<p>minimum 40% marks in the written test shall qualify for interview. In the case of candidates belonging to the Scheduled Castes/Scheduled Tribes categories, the minimum marks in the written test shall be 35% to qualify for interview.</p> <p>All those candidates who have secured minimum qualifying marks in written examination, in the order of merit, shall be called for interview (common) by IBPS in the not less than 1:3 of the ratio of the notified vacancies of RRBs.</p> <p>There shall be a minimum 40% qualifying marks in the interview including local language proficiency. Further, the proficiency of local language as approved by the respective Board of RRBs will be tested at the time of interview and accordingly due weightage will be added in the total interview marks. In the case of candidates belonging to Scheduled Caste/Scheduled Tribe categories, the minimum qualifying marks in the interview shall be 35% including local language proficiency.</p> <p>The merit lists of successful candidates in each category shall be made separately on the basis of combined performance in the written test and interview.</p>
(iv)	Preparation of Merit list	<p>Lists of successful candidates for appointment to Officer Junior Management (Scale I) shall be prepared on the basis of ranking accorded to them in the combined performance of written test and interview for General, Scheduled Castes, Scheduled Tribes and Other Special categories, separately.</p> <p>The number of selected candidates to be empanelled for recruitment shall be equal to the number of notified vacancies. In addition thereto, an additional panel of selected candidates not exceeding 10% of the notified vacancies as may be decided by the Board with a minimum of two candidates in each category, shall be drawn up to meet exigencies. The wait list could be utilized to fill the vacancies arising out of candidates not joining within the stipulated time allowed for joining the post and against those vacancies arising on account of resignation or death of employees of the same batch within a year of joining, if a fresh panel is not available by then. The list will be valid for a year or a fresh panel is drawn, whichever is earlier.</p>
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	(i)	Mode of promotion	50% of the vacancies for promotion shall be filled under Normal Channel and 50% under Fast Track Channel as per eligibility and selection process given as follows:-
	(ii)	Eligibility	<p>Promotion shall be made from amongst the employees holding, on full time and regular basis, the post of Office Assistant (Multipurpose).</p> <p><u>Normal Channel</u></p> <p>Must have six years experience as Office Assistant (Multipurpose) on full time and regular basis. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st day of April of the year in which the vacancy is expected to arise or has actually arisen. Relaxation in eligibility criteria of one year service will be given to such of the candidates who have passed Junior Associate of the Indian Institute of Bankers(JAIIB) of Indian Institute of Banking and Finance and one more year in case of such candidates who have passed Certified Associate of the Indian Institute of Bankers(CAIIB) of Indian Institute of Banking & Finance. Relaxation would be available till the period the candidate succeeds in getting promotion. Further, a candidate, who has passed JAIIB or CAIIB, may avail this relaxation only once during his or her entire period of service.</p> <p>Provided that no employee shall be considered for promotion unless he has been confirmed in the feeder grade post.</p> <p><u>Zone of consideration for Normal Channel:</u></p> <p>Three times the number of vacancies including repeaters.</p> <p>Explanation.-</p> <ol style="list-style-type: none"> 1. Vacancies under Normal Channel shall be filled after filling the vacancies under Fast Track Channel. 2. The Employees who are eligible under Normal Channel shall also be considered under Fast Track Channel. 3. There shall be common written examination and interview for both the channels. <p><u>Fast Track Channel:</u></p>

		<p>Must have four years service as Office Assistant (Multipurpose) on full time and regular basis and should have passed Graduation from a recognised University. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st day of April of the year in which the vacancy is expected to arise or has actually arisen. Relaxation in eligibility criteria of one year service will be given to such of the candidates who have passed Junior Associate of the Indian Institute of Bankers(JAIB) of Indian Institute of Banking and Finance and one more year in case of such candidates who have passed Certified Associate of the Indian Institute of Bankers(CAIB) of Indian Institute of Banking & Finance. Relaxation would be available till the period the candidate succeeds in getting promotion. Further, a candidate, who has passed JAIB or CAIB, may avail this relaxation only once during his or her entire period of service.</p> <p>Provided that no employee shall be considered for promotion unless he has been confirmed in the feeder grade post.</p> <p><u>Zone of consideration for Fast Track Channel:</u></p> <p>All Eligible employees to be called for the written test.</p> <p>The number of candidates called for interview will not be more than 3 times of the vacancies in order of merit (in order of marks obtained in the written test), subject to minimum marks of 40% for General candidates and 35% for SC/ST candidates in written test.</p>								
	(iii)	<p>Selection Process</p> <p>The selection shall be on the basis of performance in the written test, interview and lastthreeyears performance appraisal reports as per the division of marks given below:</p> <table border="1" data-bbox="750 1570 1408 1707"> <tr> <td>Written Test</td> <td>50 marks</td> </tr> <tr> <td>Interview</td> <td>20 marks</td> </tr> <tr> <td>Performance Appraisal Reports</td> <td>30 marks</td> </tr> <tr> <td>Total</td> <td>100 marks</td> </tr> </table> <p>The candidates shall be required to appear in a written test comprising test in General English or Hindi and General Banking knowledge. 50 marks allotted to written test shall be further divided as under :-</p>	Written Test	50 marks	Interview	20 marks	Performance Appraisal Reports	30 marks	Total	100 marks
Written Test	50 marks									
Interview	20 marks									
Performance Appraisal Reports	30 marks									
Total	100 marks									

			<table border="1"> <tr> <td>(i) General English or Hindi</td> <td>20 marks</td> </tr> <tr> <td>(ii) General Banking knowledge</td> <td>30 marks</td> </tr> <tr> <td>Total marks</td> <td>50 marks</td> </tr> </table> <p>Note: In case an Office Assistant (Multipurpose) is eligible for promotion under 'Fast Track Channel' after completing 2 years in his/her feeder post (with 2 year relaxation for CAIB), the performance appraisal reports(PAR) will be considered for preceding 2 years, as PAR for 3 years in his/herfeeder post will not be available in such cases.</p>	(i) General English or Hindi	20 marks	(ii) General Banking knowledge	30 marks	Total marks	50 marks
(i) General English or Hindi	20 marks								
(ii) General Banking knowledge	30 marks								
Total marks	50 marks								
(iv)	Preparation of Merit List	<p><u>Normal Channel</u></p> <p>There shall be a minimum qualifying marks of 50% for General candidates and 45% for SC/ST candidates in aggregate of written test, interview and performance appraisal reports.</p> <p>Selection of successful candidates for promotion shall be made by going down in Seniority Order starting from the top and selecting those found to score the said minimum qualifying marks in the aggregate up to a number equal to the number of vacancies notified for this channel.</p> <p><u>Fast Track Channel :</u></p> <p>There shall be a minimum qualifying marks of 60% for General candidates and 55% for SC/ST candidates in aggregate of written test, interview and performance appraisal reports.</p> <p>Selection will be based on the aggregate marks secured in the written test, interview and performance appraisal reports by placing the candidates in descending order of merit to the extent of number of vacancies.</p> <p>The vacancies under this channel, which remain unfilled forwant of non-selection of adequate number of candidates shall lapse and shall be filled up by way of normal channel.</p>							
(d)	Inter-se-Seniority	The Inter-se-seniority of all the empanelled officers selected through normal channel or fast track channel in their feeder posts shall remain unchanged.							
(e)	Composition of the Committee for Interview	<p><u>For Direct Recruitment</u></p> <p>Interview to be conducted by the interview Board independent of the Bank management as decided by</p>							

		<p>IBPS.</p> <p>Note: Instructions on representation of Scheduled Castes/Scheduled Tribes, OBCs, Minorities and Women on selection Board issued by DOPT from time to time to be followed in RRBs also, in letter & spirit.</p> <p><u>For Promotion</u></p> <p>The Committee shall comprise the following:-</p> <ol style="list-style-type: none"> 1) Chairman – The Chairman of the Regional Rural Bank concerned. 2) Member 1 – An officer nominated by Sponsor Bank not below the rank of Assistant General Manager. 3) Member 2 – An officer nominated by the National Bank not below the rank of Assistant General Manager. <p><u>Note:</u> If none of the members of the Committee belongs to Scheduled Caste/ Scheduled Tribe, the Board may nominate an officer of suitable position belonging to the Scheduled Caste/ Scheduled Tribe as an additional member of the Committee.</p>
(f)	Validity of the panel for direct recruitment and for promotion	The panel shall be valid for a period of one year.

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(a)	Name of post	Officer Middle Management (Scale II)
(b)	Classification	Group "A"
(c)	Mode of appointment	25% by direct recruitment (of which 10% from Specialist cadre like Information Technology, Agriculture, Treasury, Law, Marketing, Chartered Accountants etc. and 15% from experienced officers) and 75% by promotion).
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(i)	Age	Above 21 years but below 32 years (relaxation of age in case of the Scheduled Castes or the Scheduled Tribes candidates or candidates belonging to other special categories in accordance with the instructions/orders issued by the Central Government from time to time in this regard).
(ii)	Minimum Qualification and Eligibility	<p>(I) Information Technology</p> <p>Degree from a recognised University in Electronics / Communication / Computer Science / Information Technology or its equivalent with a minimum of 50% marks in aggregate.</p> <p>Desirable Experience :</p> <p>Certificate in ASP, PHP, C++, Java, VB, VC, OCP etc. Experience : One year</p> <p>(II) Chartered Accountants</p> <p>Experience : One Year</p> <p>(III) Law Officer</p> <p>Degree from a recognised University in Law or its equivalent with a minimum of 50% marks in aggregate. Experience.-</p> <p>Two years as an advocate or should have worked as Law Officer in Banks or Financial Institutions for a period not less than two years.</p> <p>(IV) Treasury Manager</p>

			<p>Candidate should be a Chartered Accountant or MBA in Finance from a reputed Institute. Experience.- one year</p> <p>(V) Marketing Officer</p> <p>MBA in Marketing from any Institute of repute. Experience .- one year</p> <p>(VI) Agricultural Officer</p> <p>Degree from a recognised University in any discipline in Agriculture, Horticulture, Dairy, Animal Husbandry, Forestry, Veterinary Science, Agricultural Engineering, Pisciculture or its equivalent, with a minimum of 50% marks in aggregate.</p> <p>Experience .- Two years</p> <p>(VII) General Banking Officer</p> <p>Degree from a recognised University in any discipline or its equivalent with a minimum of 50% marks in aggregate. Preference will be given to the candidates having degree/ diploma in Banking, Finance, Marketing, Agriculture, Horticulture, Forestry, Animal Husbandry, Veterinary Science, Agricultural Engineering, Pisciculture, Agricultural Marketing and Co-operation, Information Technology, Management, Law, Economics and Accountancy.</p> <p>Experience.- Two years as an officer in Bank or Financial Institution.</p>						
	(iii)	Selection process	<p>The Selection shall be made on the basis of written test and interview as under:</p> <table border="1" data-bbox="750 1428 1408 1528"> <tr> <td>Written Test</td> <td>70 marks</td> </tr> <tr> <td>Interview</td> <td>30 marks</td> </tr> <tr> <td>Total</td> <td>100 marks</td> </tr> </table> <p>The written test shall be conducted through Institute of Banking Personnel Selection or any other agency approved by the GoI.</p> <p>The candidates securing a minimum qualifying marks of 40% in the written test shall qualify for interview. In the case of candidates belonging to the Scheduled Castes/Scheduled Tribes categories, the minimum qualifying marks in written test shall be 35% to qualify for interview.</p>	Written Test	70 marks	Interview	30 marks	Total	100 marks
Written Test	70 marks								
Interview	30 marks								
Total	100 marks								

			<p>All those candidates who have secured minimum qualifying marks in written examination, in the order of merit, shall be called for interview (common) by IBPS in the ratio not less than 1:3 of the notified vacancies.</p> <p>There shall be a minimum 40% qualifying marks in the interview for consideration for selection based on the merit list. In the case of candidates belonging to Scheduled Castes/Scheduled Tribe categories, the minimum qualifying marks in the interview shall be 35% to qualify for consideration for selection based on the merit list.</p> <p>The merit lists of successful candidates in each category shall be made separately on the basis of combined performance in the written test and interview.</p>
	(iv)	Preparation of Merit List	<p>The list of successful candidates for appointment to Officer Middle Management (Scale II) shall be prepared on the basis of their combined performance of written test and interview for General, Scheduled Castes, Scheduled Tribes and other Special categories, separately.</p> <p>The number of selected candidates to be empanelled for recruitment shall be equal to the number of notified vacancies. In addition thereto, an additional panel of selected candidates not exceeding 10% of the notified vacancies as may be decided by the Board with a minimum of two candidates in each category, shall be drawn up to meet exigencies. The wait list could be utilized to fill the vacancies arising out of candidates not joining within the stipulated time allowed for joining the post and against those vacancies arising on account of resignation or death of employees of the same batch within a year of joining, if a fresh panel is not available by then. The list will be valid for a year or a fresh panel is drawn, whichever is earlier.</p>
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	(i)	Mode of Promotion	50% of the vacancies for promotion shall be filled under Normal Channel and 50% under Fast Track Channel as per eligibility and selection process given as follows:-
	(ii)	Eligibility	<p>Promotion shall be made from amongst the officers holding the post of Officer Junior Management (Scale I), full time on a regular basis.</p> <p><u>Normal Channel :</u></p>

		<p>Must have six years experience as an Officer Junior Management (Scale I) on full time and regular basis. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st day of April of the year in which the vacancy is expected to arise or has actually arisen. Relaxation in eligibility criteria of one year service will be given to such of the candidates who have passed Junior Associate of the Indian Institute of Bankers(JAIIB) of Indian Institute of Banking and Finance and one more year in case of such candidates who have passed Certified Associate of the Indian Institute of Bankers(CAIIB)of Indian Institute of Banking & Finance. Relaxation would be available till the period the candidate succeeds in getting promotion. Further, a candidate, who has passed JAIIB or CAIIB, may avail this relaxation only once during his or her entire period of service:</p> <p>Provided that no officer shall be considered for promotion unless he has been confirmed in the feeder grade post.</p> <p><u>Zone of consideration for Normal Channel :</u></p> <p>Three times the number of vacancies including repeaters.</p> <p>Explanation .-</p> <ol style="list-style-type: none"> 1. Vacancies under Normal Channel shall be filled after filling the vacancies under Fast Track Channel. 2. The Officers who are eligible under Normal Channel shall also be considered under Fast Track Channel. 3. There shall be common written examination and interview for both the channels. <p><u>Fast Track Channel:</u></p> <p>In Officer Junior Management (Scale I) for a period of four years. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st day of April of the year in which the vacancy is expected to arise or has actually arisen. Relaxation in eligibility criteria of one year service will be given to such of the candidates who have passed Junior Associate of the Indian Institute of</p>
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			<p>Bankers(JAIB) of Indian Institute of Banking and Finance and one more year in case of such candidates who have passed Certified Associate of the Indian Institute of Bankers(CAIB) of Indian Institute of Banking & Finance. Relaxation would be available till the period the candidate succeeds in getting promotion. Further, a candidate, who has passed JAIB or CAIB, may avail this relaxation only once during his or her entire period of service.</p> <p>Provided that no officer shall be considered for promotion unless he has been regularly appointed in the feeder grade post.</p> <p><u>Zone of consideration for Fast Track Channel:</u></p> <p>All Eligible employees to be called for the written test.</p> <p>The number of candidates called for interview will not be more than 3 times of the vacancies in order of merit (in order of marks obtained in the written test), subject to minimum marks of 40% for General candidates and 35% for SC/ST candidates in written test.</p>								
(iii)	Selection Process		<p>The selection shall be on the basis of performance in the written test, interview and performance appraisal reports for preceding three years as per the division of marks given below:-</p> <table border="1" data-bbox="751 1188 1409 1320"> <tr> <td>Written Test</td> <td>50 Marks</td> </tr> <tr> <td>Interview</td> <td>20 marks</td> </tr> <tr> <td>Performance Appraisal Reports</td> <td>30 marks</td> </tr> <tr> <td>Total</td> <td>100 marks</td> </tr> </table> <p>50 marks allotted to written test shall be further divided as under :-</p> <p>Part "A" : 25 marks Part "B" : 25 marks</p> <p>The candidates shall be required to appear for a written test comprising of two parts namely Part (A) covering Banking Law and Practice of Banking and Part (B) covering Credit Policy, Credit Management including Priority Sector, Economics and Management.</p> <p>Note: In case an Officer Junior Management (Scale I) is eligible for promotion under 'Fast Track Channel' after completing 2 years in his/herfeeder post (with 2</p>	Written Test	50 Marks	Interview	20 marks	Performance Appraisal Reports	30 marks	Total	100 marks
Written Test	50 Marks										
Interview	20 marks										
Performance Appraisal Reports	30 marks										
Total	100 marks										

			year relaxation for CAIIB), the performance appraisal reports(PAR) will be considered for preceding 2 years, as PAR for 3 years in his/her feeder post will not be available in such cases.
(iv)	Preparation of Merit List		<p><u>Normal Channel :</u></p> <p>There shall be a minimum qualifying marks of 50% for General candidates and 45% for SC/ST candidates in aggregate of written test, interview and performance appraisal reports.</p> <p>Selection of successful candidates for promotion shall be made by going down in Seniority Order starting from the top and selecting those found to score the said minimum qualifying marks in the aggregate up to a number equal to the number of vacancies notified for this channel.</p> <p><u>Fast Track Channel :</u></p> <p>The selection of candidates shall be made by the Committee in order of merit on the basis of written test, interview and performance appraisal reports.</p> <p>There shall be minimum qualifying marks of 60% for General candidates and 55% for SC/ST candidates in aggregate of written test, interview and performance appraisal reports. Selection will be based on the aggregate marks secured in the written test, interview and performance appraisal reports by placing the candidates in descending order of merit to the extent of number of vacancies.</p> <p>The vacancies under this channel, which remain unfilled forward of non-selection of adequate number of candidates shall lapse and shall be filled up by way of normal channel.</p>
(d)	Inter-se-Seniority		The Inter-se-seniority of all the empanelled officers selected through normal channel or fast track channel in their feeder posts shall remain unchanged.
(e)	Composition of the Committee for Interview		<p><u>For Direct Recruitment</u></p> <p>Interview to be conducted by the interview Board independent of the Bank management as decided by IBPS.</p> <p>Note: Instructions on representation of Scheduled Castes/Scheduled Tribes, OBCs, Minorities and</p>

		<p>Women on selection Board issued by DOPT from time to time to be followed in RRBs also, in letter & spirit.</p> <p><u>For Promotion</u></p> <p>The Committee shall comprise the following:-</p> <p>1) Chairman – The Chairman of the Regional Rural Bank concerned</p> <p>2) Member 1– An officer nominated by Sponsor Bank not below the rank of Assistant General Manager</p> <p>3) Member 2– An officer nominated by the National Bank not below the rank of Assistant General Manager</p> <p><u>Note:</u> If none of the members of the Committee belongs to Scheduled Caste/Scheduled Tribe, the Board may nominate an officer of suitable position belonging to the Scheduled Caste/Scheduled Tribe as an additional member of the Committee.</p>
(f)	Validity of the Panel for Direct Recruitment and for Promotion	The panel shall be valid for a period of one year.

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(a)	Name of Post	Officer Middle Management (Scale III)						
(b)	Classification	Group "A"						
(c)	Mode of Appointment	10% by direct recruitment and 90% by promotion						
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(i)	Age	Below the age of 40 years (relaxation of age in the case of the Scheduled Castes or the Scheduled Tribes candidates or candidates belonging to other Special categories in accordance with the instructions/orders issued by the Central Government from time to time in this regard).						
(ii)	Minimum Qualification and Eligibility	<p>Degree from a recognised University in any discipline or its equivalent with a minimum of 50% marks in aggregate.</p> <p>Preference will be given to the candidates having Degree/ Diploma in Banking, Finance, Marketing, Agriculture, Horticulture, Forestry, Animal Husbandry, Veterinary Science, Agricultural Engineering, Pisciculture, Agricultural Marketing and Co-operation, Information Technology, Management, Law, Economics and Accountancy.</p> <p>Experience Minimum 5 years experience as an Officer in any Bank or Financial Institutions.</p>						
(iii)	Selection process	<p>The Selection shall be made on the basis of written test and interview as under:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Written Test</td> <td>70 marks</td> </tr> <tr> <td>Interview</td> <td>30 marks</td> </tr> <tr> <td>Total</td> <td>100 marks</td> </tr> </table> <p>The written test shall be conducted through Institute of Banking Personnel Selection or any other agency approved by the GoI.</p> <p>The candidates securing a minimum qualifying marks of 40% in the written test shall qualify for interview. In the case of candidates belonging to the Scheduled Castes/Scheduled Tribes categories, the minimum qualifying marks in the written test shall be 35% to qualify for interview.</p> <p>All those candidates who have secured minimum qualifying marks in written examination, in the order of merit, shall be called for interview (common) by IBPS in the ratio not less than 1:3 of the notified</p>	Written Test	70 marks	Interview	30 marks	Total	100 marks
Written Test	70 marks							
Interview	30 marks							
Total	100 marks							

			<p>vacancies.</p> <p>There shall be a minimum 40% qualifying marks in the interview for consideration for selection based on the merit list. In the case of candidates belonging to Scheduled Caste/Scheduled Tribe categories, the minimum qualifying marks in the interview shall be 35% to qualify for consideration for selection based on the merit list.</p> <p>The merit lists of successful candidates in each category shall be made separately on the basis of combined performance in the written test and interview.</p>
	(iv)	Preparation of Merit List	<p>The list of successful candidates for appointment to Officer Middle Management (Scale III) shall be made on the basis of their combined performance of written test and interview for General, Scheduled Castes, Scheduled Tribes and other Special categories, separately.</p> <p>The number of selected candidates to be empanelled for recruitment shall be equal to the number of notified vacancies. In addition thereto, an additional panel of selected candidates not exceeding 10% of the notified vacancies as may be decided by the Board with a minimum of two candidates in each category, shall be drawn up to meet exigencies. The wait list could be utilized to fill the vacancies arising out of candidates not joining within the stipulated time allowed for joining the post and against those vacancies arising on account of resignation or death of employees of the same batch within a year of joining, if a fresh panel is not available by then. The list will be valid for a year or afresh panel is drawn, whichever is earlier.</p>
*D+'Hqt 'Rtqo qvqap"z'			
	(i)	Mode of Promotion	50% of the vacancies for promotion shall be filled under Normal Channel while 50% under Fast Track Channel as per eligibility and selection process given as follows:-
	(ii)	Eligibility	<p>Promotion shall be made from amongst the officers holding, on full time and regular basis, the post of Officer Middle Management (Scale II).</p> <p>"</p> <p><u>Normal Channel</u></p> <p>Must have six years experience as an Officer Middle Management (Scale II) on full time and regular basis.</p>

		<p>The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st day of April of the year in which the vacancy is expected to arise or has actually arisen. Relaxation in eligibility criteria of one-year service will be given to such of the candidates who have passed Junior Associate of the Indian Institute of Bankers(JAIIB) of Indian Institute of Banking and Finance and one more year in case of such candidates who have passed Certified Associate of the Indian Institute of Bankers(CAIIB) of Indian Institute of Banking & Finance. Relaxation would be available till the period the candidate succeeds in getting promotion. Further, a candidate, who has passed JAIIB or CAIIB, may avail this relaxation only once during his or her entire period of service:</p> <p>Provided that no officer shall be considered for promotion unless he has been confirmed in the feeder grade post.</p> <p><u>Zone of consideration for Normal Channel:</u></p> <p>Three times of the number of vacancies including repeaters. Explanation.-</p> <ol style="list-style-type: none"> (1) Vacancies under Normal Channel shall be filled after filling the vacancies under Fast Track Channel. (2) The Officers who are eligible under Normal Channel shall also be considered under Fast Track Channel. (3) There shall be a written Examination for Fast Track Channel. <p><u>Fast Track Channel :</u></p> <p>Must have four years experience as an Officer Middle Management (Scale II). The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st day of April of the year in which the vacancy is expected to arise or has actually arisen. Relaxation in eligibility criteria of one-year service will be given to such of the candidates who have passed Junior Associate of the Indian Institute of Bankers (JAIIB) of Indian Institute of Banking and Finance and one more year in case of such candidates who have passed Certified Associate of the Indian Institute of Bankers(CAIIB) of Indian</p>
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		<p>Institute of Banking & Finance. Relaxation would be available till the period the candidate succeeds in getting promotion. Further, a candidate, who has passed JAIIB or CAIIB, may avail this relaxation only once during his or her entire period of service:</p> <p>Provided that no officer shall be considered for promotion unless he has been confirmed in the feeder grade post.</p> <p><u>Zone of consideration for Fast Track Channel:</u></p> <p>All eligible officers to be called for the written test.</p> <p>The number of candidates called for interview will not be more than 3 times of the vacancies in order of merit (in order of marks obtained in the written test), subject to minimum marks of 40% for General candidates and 35% for SC/ST candidates in written test.</p>														
(iii)	Selection Process	<p><u>Normal Channel :</u></p> <p>The selection shall be on the basis of performance in the interview and performance appraisal reports for preceding three years as per the division of marks given below:</p> <table border="1" data-bbox="751 1100 1408 1199"> <tr> <td>Interview</td> <td>40 marks</td> </tr> <tr> <td>Performance Appraisal Reports</td> <td>60 marks</td> </tr> <tr> <td>Total</td> <td>100 marks</td> </tr> </table> <p>The minimum qualifying marks in the interview shall be 50%.</p> <p>Performance Appraisal Reports for the preceding three years shall be considered for the purpose of awarding marks for promotion. The minimum qualifying marks in the performance appraisal reports shall also be 50%.</p> <p><u>Fast Track Channel :</u></p> <p>The selection shall be on the basis of performance in the written test, interview and performance appraisal reports for preceding three years as per the division of marks given below:</p> <table border="1" data-bbox="751 1785 1408 1917"> <tr> <td>Written Test</td> <td>50 Marks</td> </tr> <tr> <td>Interview</td> <td>20 marks</td> </tr> <tr> <td>Performance Appraisal Reports</td> <td>30 marks</td> </tr> <tr> <td>Total</td> <td>100 marks</td> </tr> </table>	Interview	40 marks	Performance Appraisal Reports	60 marks	Total	100 marks	Written Test	50 Marks	Interview	20 marks	Performance Appraisal Reports	30 marks	Total	100 marks
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Performance Appraisal Reports	60 marks															
Total	100 marks															
Written Test	50 Marks															
Interview	20 marks															
Performance Appraisal Reports	30 marks															
Total	100 marks															

			<p>50 marks allotted to written test shall be further divided as under:-</p> <table border="1" data-bbox="751 317 1409 386"> <tr> <td>Part "A"</td> <td>25 marks</td> </tr> <tr> <td>Part "B"</td> <td>25 marks</td> </tr> </table> <p>The candidates shall be required to appear for a written test comprising two parts namely:-</p> <p>Part (A) covering Banking Law and Practice of Banking; and Part (B) covering Credit Policy, Credit Management including Priority Sector, Economics and Management.</p> <p>Note: In case an Officer Middle Management (Scale II) is eligible for promotion under 'Fast Track Channel' after completing 2 years in his/her feeder post (with 2 year relaxation for CAIB), the performance appraisal reports (PAR) will be considered for preceding 2 years, as PAR for 3 years in his/her feeder post will not be available in such cases.</p>	Part "A"	25 marks	Part "B"	25 marks
Part "A"	25 marks						
Part "B"	25 marks						
	(iv)	Preparation of Merit List	<p><u>Normal Channel :</u></p> <p>There shall be a minimum qualifying marks of 50% for General candidates and 45% for SC/ST candidates in aggregate of interview and performance appraisal reports.</p> <p>Selection of successful candidates for promotion shall be made by going down in Seniority Order starting from the top and selecting those found to score the said minimum qualifying marks of 50% in the aggregate up to a number equal to the number of vacancies notified for this channel.</p> <p><u>Fast Track Channel :</u></p> <p>The selection of candidates shall be made by the Committee in order of merit on the basis of written test, interview and performance appraisal reports.</p> <p>There shall be a minimum cut off marks of 60% for General candidates and 55% for SC/ST candidates in aggregate of written test, interview and performance appraisal reports. Selection will be based on the aggregate marks secured in the written test, interview and performance appraisal reports by placing the candidates in descending order of merit to the extent of number of vacancies.</p>				

			The vacancies under this channel, which remain unfilled for want of non-selection of adequate number of candidates shall lapse and shall be filled up by way of normal channel.
(d)		Inter-se-Seniority	The Inter-se-seniority of all the empanelled officers selected through normal channel or fast track channel in their feeder posts shall remain unchanged.
(e)		Composition of the Committee for Interview	<p><u>For Direct Recruitment</u></p> <p>Interview to be conducted by the interview Board independent of the Bank management as decided by IBPS.</p> <p>Note: Instructions on representation of Scheduled Castes/Scheduled Tribes, OBCs, Minorities and Women on selection Board issued by DOPT from time to time to be followed in RRBs also, in letter & spirit.</p> <p><u>For Promotion</u></p> <p>The Committee shall comprise the following:-</p> <ol style="list-style-type: none"> 1) Chairman – The Chairman of the Regional Rural Bank concerned 2) Member 1 – An officer nominated by Sponsor Bank not below the rank of Assistant General Manager 3) Member 2 – An officer nominated by the National Bank not below the rank of Assistant General Manager <p><u>Note:</u> If none of the members of the Committee belongs to Scheduled Caste/Scheduled Tribe, the Board may nominate an officer of suitable position belonging to the Scheduled Caste/Scheduled Tribe as an additional member of the Committee.</p>
(f)		Validity of the Panel for Direct Recruitment and for Promotion	The panel shall be valid for a period of one year.

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(a)	Name of post	Officer Senior Management (Scale IV)						
(b)	Classification	Group "A"						
(c)	Mode of appointment	By promotion or deputation as per eligibility and selection process given hereinafter.						
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(i)	Eligibility	<p>Promotion shall be made from amongst the officers holding, on a regular basis, the post of Officer Middle Management (Scale III) for a period of four years. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st day of April of the year in which the vacancy is expected to arise or has actually arisen.</p> <p><u>Zone of consideration:</u></p> <p>All Eligible Officers.</p>						
(ii)	Selection Process	<p>The selection shall be on the basis of combined performance in the interview and performance appraisal reports for preceding four years as per the division of marks given below:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Interview</td> <td>40 marks</td> </tr> <tr> <td>Performance Appraisal Reports</td> <td>60 marks</td> </tr> <tr> <td>Total</td> <td>100 marks</td> </tr> </table>	Interview	40 marks	Performance Appraisal Reports	60 marks	Total	100 marks
Interview	40 marks							
Performance Appraisal Reports	60 marks							
Total	100 marks							
(iii)	Preparation of Merit list	<p>List of successful candidates for promotion shall be made by the Committee in order of merit on the basis of combined performance of interview and performance appraisal reports.</p> <p>The number of selected candidates to be empanelled for promotion shall be equal to the number of notified vacancies in the order of merit.</p>						
(iv)	Inter-se-seniority	The Inter-se-seniority of all the empanelled officers in their feeder posts shall remain unchanged.						
(v)	Composition of Committee for Interview	<p>The Committee shall comprise the following:-</p> <p>(1) Chairman – The Chairman of the Regional Rural Bank concerned</p> <p>(2) Member 1 – An officer nominated by Sponsor Bank not below the rank of Assistant General Manager</p> <p>(3) Member 2 – An officer nominated by National Bank not below the rank of Assistant General Manager</p>						

			Note: Instructions on representation of Scheduled Castes/ Scheduled Tribes, OBCs, Minorities and Women on selection Board issued by DOPT from time to time as applicable to RRBs to be followed.
	(vi)	Validity of the Panel	The panel shall be valid for a further period of one year.
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		Criteria	Officers holding analogous post in Regional Rural Bank sponsored by the same Sponsor Bank.

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(i)	Name of the post	Officer Senior Management (Scale V)								
(ii)	Classification	Group "A"								
(iii)	Mode of appointment	By promotion as per eligibility and selection process given hereinafter.								
(iv)	Eligibility	<p>Promotion shall be made from amongst the officers holding, on a regular basis the post of Officer Senior Management (Scale IV) for a period of three years. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st day of April of the year in which the vacancy is expected to arise or has actually arisen.</p> <p><u>Zone of consideration:</u> All eligible officers.</p>								
(v)	Selection Process	<p>The selection shall be on the basis of combined performance in the interview and performance appraisal reports for preceding three years as per the division of marks given below:</p> <table border="1" data-bbox="750 982 1406 1115"> <tr> <td>Interview</td> <td>40 marks</td> </tr> <tr> <td>Performance Appraisal Reports</td> <td>60 marks</td> </tr> <tr> <td>Total</td> <td>100 marks</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Interview	40 marks	Performance Appraisal Reports	60 marks	Total	100 marks		
Interview	40 marks									
Performance Appraisal Reports	60 marks									
Total	100 marks									
(vi)	Preparation of Merit list	<p>List of successful candidates for promotion shall be made by the Committee in order of merit on the basis of combined performance of interview and performance appraisal reports.</p> <p>The number of selected candidates to be empanelled for promotion shall be equal to the number of notified vacancies in the order of merit.</p>								
(vii)	Inter-se-seniority	The Inter-se-seniority of all the empanelled officers in their feeder posts shall remain unchanged.								
(viii)	Composition of Committee	<p>The Committee shall comprise the following:-</p> <p>(1) Chairman – The General Manager of the Regional Rural Bank Division of the Sponsor Bank</p> <p>(2) Member 1 – One of the RRB Chairmen of the same Sponsor Bank, to be nominated by the Sponsor Bank</p> <p style="text-align: center;">-</p> <p>(3) Member 2 – An Officer nominated by National Bank not below the rank of General Manager</p>								

			Note: If none of the members of the Committee belongs to the Scheduled Castes or the Scheduled Tribes, the Board may nominate an officer of suitable position belonging to the Scheduled Castes or the Scheduled Tribes from the Regional Rural Bank or Sponsor Bank or National Bank as an additional member of the Committee.
	(ix)	Validity of the Panel	The panel shall be valid for a period of one year.

Note :

1. The incumbents eligible for promotion on or before the publication of this notification shall continue to be considered for promotion.
2. The service of the incumbents, who are holding the posts eligible for promotion before publication of this notification, shall continue to be counted for the purpose of promotion.

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(a)	Name of Post	Office Assistant (Multipurpose)
(b)	Classification	Group "B"
(c)	Mode of Appointment	75% by direct recruitment and 25% by promotion
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(i)	Age	Between 18 years and 28 years (relaxation of age in case of the Scheduled Castes or the Scheduled Tribes candidates or candidates belonging to other Special categories in accordance with the instructions/orders issued by the Central Government in this regard from time to time)
(ii)	Minimum Qualification and Eligibility	(i) Bachelor Degree or its equivalent of a recognised University in any discipline; (ii) (a) Essential: Proficiency in local language as may be specified by the Board and will be checked at the time of Interview (b) Desirable: Knowledge of Computer skills.
(iii)	Selection Process	<p>The Selection shall be made on the basis of written test and interview as under:</p> <p>Written Test : 70 marks Interview : 30 marks</p> <p>The written test shall be conducted by the Institute of Banking Personnel Selection or any other agency approved by the Gol.</p> <p>The written test shall cover (a) Test of Reasoning, (b) Numerical Ability, (c) General Knowledge and (d) General English or Hindi.</p> <p>The candidate securing a minimum of 40% marks in the written test shall qualify for interview. In the case of candidates belonging to the Scheduled Caste/Scheduled Tribes categories, the minimum marks in the written test shall be 35% to qualify for interview.</p> <p>All those candidates who have secured minimum qualifying marks in written examination, in the order of merit, shall be called for interview (common) by IBPS in the not less than 1:3 of the ratio of the notified vacancies of RRBs.</p> <p>There shall be a minimum 40% qualifying marks in the</p>

		<p>interview and within it, for local language proficiency, for consideration for selection based on the merit list. In the case of candidates belonging to Scheduled Caste/Scheduled Tribe categories, the minimum qualifying marks in the interview shall be 35% to qualify for consideration for selection based on the merit list. Further, the proficiency of local language as approved by the respective Board of RRBs will be tested at the time of interview and accordingly due weightage will be given in the total interview marks.</p> <p>The merit lists of successful candidates in each category shall be made separately on the basis of combined performance in the written test and interview.</p>
	(iv) Preparation of Merit list	<p>Lists of successful candidates for appointment to Office Assistant (Multipurpose) shall be prepared on the basis of ranking accorded to them based on aggregate marks in written test and interview for General, the Scheduled Castes, the Scheduled Tribes and Other Special categories, separately.</p> <p>The number of selected candidates to be empanelled for recruitment shall be equal to the number of notified vacancies. In addition thereto, an additional panel of selected candidates not exceeding 10% of the notified vacancies as may be decided by the Board with a minimum of two candidates in each category, shall be drawn up to meet exigencies. The wait list could be utilized to fill the vacancies arising out of candidates not joining within the stipulated time allowed for joining the post and against those vacancies arising on account of resignation or death of employees of the same batch within a year of joining, if a fresh panel is not available by then. The list will be valid for a year or a fresh panel is drawn, whichever is earlier.</p>
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	(i) Mode of promotion	70% of the vacancies by promotion under Normal Channel and 30% under Fast Track Channel as per eligibility and selection process given hereinafter.
	(ii) Eligibility	<p>Promotion shall be made from amongst the employees holding the post of Office Attendant (Multipurpose on a regular basis).</p> <p><u>Normal Channel :</u></p> <p>Must have eight years experience as Office Attendant (Multipurpose) and also must have passed 10th Standard. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st day</p>

			<p>of April of the year in which the vacancy is expected to arise or has actually arisen:</p> <p>Provided that no employee shall be considered for promotion unless he has been confirmed in the feeder grade post</p> <p><u>Zone of consideration for Normal Channel:</u></p> <p>Three times of the number of vacancies including repeaters.</p> <p>Explanation.-</p> <p>(1) Vacancies under Normal Channel shall be filled after filling the vacancies under Fast Track Channel.</p> <p>(2) The Employees who are eligible under Normal Channel shall also be considered under Fast Track Channel.</p> <p>(3) There shall be common written examination and interview for both the channels.</p> <p><u>Fast Track Channel :</u></p> <p>Must have five years experience as Office Attendant (Multipurpose) with Graduation from a recognised University. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st day of April of the year in which the vacancy is expected to arise or has actually arisen:</p> <p>Provided that no employee shall be considered for promotion unless he has been confirmed in the feeder grade post</p> <p><u>Zone of consideration for Fast Track Channel:</u></p> <p>All Eligible employees to be called for the written test.</p> <p>The number of candidates called for interview will not be more than 3 times of the vacancies in order of merit (in order of marks obtained in the written test), subject to minimum marks of 40% for General candidates and 35% for SC/ST candidates in written test.</p>		
	(iii)	Selection Process	<p>The selection shall be on the basis of combined performance in the written test and interview as per the division of marks, given below :</p> <table border="1" data-bbox="678 1864 1336 1896"> <tr> <td data-bbox="678 1864 1102 1896">Written Test</td> <td data-bbox="1102 1864 1336 1896">70 Marks</td> </tr> </table>	Written Test	70 Marks
Written Test	70 Marks				

		<table border="1"> <tr> <td>Interview</td> <td>30 marks</td> </tr> <tr> <td>Total</td> <td>100 marks</td> </tr> </table> <p>The candidates shall be required to appear for a written test comprising test in English or Hindi and Arithmetic. 70 marks allotted to written test shall be further divided as under:</p> <table border="1"> <tr> <td>English or Hindi</td> <td>35 marks</td> </tr> <tr> <td>Arithmetic</td> <td>35 marks</td> </tr> <tr> <td>Total</td> <td>70 marks</td> </tr> </table>	Interview	30 marks	Total	100 marks	English or Hindi	35 marks	Arithmetic	35 marks	Total	70 marks
Interview	30 marks											
Total	100 marks											
English or Hindi	35 marks											
Arithmetic	35 marks											
Total	70 marks											
(iv)	Preparation of Merit list	<p><u>Normal Channel :</u></p> <p>Selection of candidates for promotion shall be on the basis of combined performance in Written Test and Interview for General, Scheduled Caste, Scheduled Tribe and Other Special Categories, separately.</p> <p>There shall be a minimum qualifying marks of 40% for General candidates and 35% for SC/ST candidates in aggregate of written test and interview.</p> <p>The number of selected candidates to be empanelled for promotion shall be equal to the number of notified vacancies in the order of seniority from among the candidates who secure the minimum cut off marks.</p> <p><u>Fast Track Channel:</u></p> <p>The selection of candidates shall be made by the Committee in order of merit on the basis of combined performance in written test and interview for General, Scheduled Caste, Scheduled Tribe and Other Special Categories, separately.</p> <p>There shall be a minimum qualifying marks of 45% for General candidates and 40% for SC/ST candidates in aggregate of written test and interview. Selection shall be based on the aggregate marks obtained in the written test and interview by placing the candidates in descending order of merit to the extent of number of vacancies.</p> <p>The vacancies under this channel, which remain unfilled for want of non-selection of adequate number of candidates shall lapse and shall be filled up by way of normal channel.</p>										
(d)	Inter-se-seniority	The Inter-se-seniority of all the empanelled employees selected through normal channel or fast track channel in their feeder posts shall remain unchanged.										

	(e) Composition of the Committee for Interview	<p><u>For Direct Recruitment</u></p> <p>Interview to be conducted by the interview Board independent of the Bank management to be decided by IBPS.</p> <p>Note : Instructions on representation of Scheduled Castes/ Scheduled Tribes, OBCs, Minorities and Women on selection Board issued by DOPT from time to time to be followed in RRBs also, in letter & spirit.</p> <p><u>For Promotion</u></p> <p>The Committee shall comprise the following:-</p> <ol style="list-style-type: none"> 1) Chairman – The General Manager and where there is no General Manager, an officer nominated by the Board of Regional Rural Bank 2) Member 1 – An officer of the Regional Rural Bank concerned not below the rank of officer scale II as nominated by the Board 3) Member 2 – An officer nominated by the Sponsor Bank 4) Member 3 – An officer nominated by the National Bank <p><u>Note:</u> If none of the members of the Committee belongs to Scheduled Caste/Scheduled Tribe, the Board may nominate an officer of suitable position belonging to the Scheduled Caste/Scheduled Tribe as an additional member of the Committee.</p>
	(f) Validity of the panel for direct recruitment and for promotion	The panel shall be valid for a period of one year.

Note:

1. The incumbents eligible for promotion on or before the publication of this notification shall continue to be considered for promotion.
2. The service of the incumbents, who are holding the posts eligible for promotion before publication of this notification, shall continue to be counted for the purpose of promotion.

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(a)	Name of Post	Office Attendant (Multipurpose)
(b)	Classification	Group "C"
(c)	Mode of Appointment	100% by direct recruitment
(d)	Age	Above 18 years but below 28 years (relaxation in case of the Scheduled Caste or the Scheduled Tribes candidates or candidates belonging to other Special categories in accordance with the instructions or orders issued by the Central Government of India in this regard from time to time).
(e)	Minimum Qualification and Eligibility	A Minimum of Tenth Standard Pass or equivalent from an Education Board recognised by the State Government and other skills required for specific jobs, as may be decided by the Board.
(f)	Selection Process	On the basis of interview.
(g)	Preparation of Merit list	<p>Lists of successful candidates for appointment to Office Attendant (Multipurpose) shall be prepared on the basis of ranking accorded to them in Interview for General, the Scheduled Castes, the Scheduled Tribes and Other Special categories, separately.</p> <p>The number of selected candidates to be empanelled for recruitment shall be equal to the number of notified vacancies. In addition thereto, an additional panel of selected candidates not exceeding 100% of the notified vacancies as may be decided by the Board with a minimum of two candidates in each category, shall be drawn up to meet exigencies, in all categories. The wait list could be utilized to fill the vacancies arising out of candidates not joining within the stipulated time allowed for joining the post and against those vacancies arising on account of resignation or death of employees of the same batch within a year of joining, if a fresh panel is not available by then. The list will be valid for a year or a fresh panel is drawn, whichever is earlier.</p>
(h)	Composition of the Committee	<p>The Committee shall comprise the following:-</p> <p>(1)Chairman – The General Manager and where is no General Manager, an officer not below Scale III nominated by the Board of Regional Rural Bank</p>

		<p>(2) Member 1 – An officer of the Regional Rural Bank concerned, not below Scale II as nominated by the Board</p> <p>(3) Member 2 – An officer nominated by the Sponsor Bank</p> <p><u>Note:</u> If none of the members of the Committee belongs to the Scheduled Castes or the Scheduled Tribes, the Board may nominate an officer of suitable position belonging to the Scheduled Castes or the Scheduled Tribes as an additional member of the Committee.</p>
(i)	Validity of the Panel	The panel shall be valid for a period of one year.

Note:

1. The incumbents eligible for promotion on or before the publication of this notification shall continue to be considered for promotion.
2. The service of the incumbents, who are holding the posts eligible for promotion before publication of this notification, shall continue to be counted for the purpose of promotion.

F. No. 7/25/2012-RRB

Joint Secretary to the Government of India

Note:- The principal rules were published under S.O. 1663(E) dated 23.07.2010 and subsequent amended vide S.O. No. 2771(E) dated 12.12.2011.