



All India RRB Officers' Federation (Affiliated to AIBOC)



Central Office:-Natabar Paul Road, Chatterjee Para More,
Tikiapara, Howrah, West Bengal, Pin-711101
General Secretary Mobile No: 9434042616

Email:airrbfospal@gmail.com

Website: Intimated later on

CIRCULAR NO: AIRRBOF/SP 14/2019-20

Date: 28-10-2019

All Affiliates/ Members
(Please re-circulate)

Long Pending Issues of RRBs

We reproduce hereunder the full text of our Letter No. AIRRBOF/ 17 /2019-20 Dated-28-10-2019 addressed to The Joint Secretary, Govt. of India, Ministry of Finance on the above subject for information of all concerned.

With greetings,

(S.K.PAL)
GENERAL SECRETARY

Quote

Time & again through various forums, we have been highlighting various issues of the RRBs, but majority have remained unresolved till date. Through this communication, we are once again placing before you some of the outstanding issues for immediate resolution please.

Acute shortage of Manpower

The Regional Rural Banks are facing acute shortage of manpower. In some RRBs the position is more precarious, with the absence of even the skeletal manpower according to the most conservative recommendations of Mitra Committee approved by the Central Government and adopted by the concerned Boards of the RRBs.

Contd...p2

(2)

To register a positive growth in respect of both business and profitability, it is imperative that greater emphasis should be laid on improvement of customer service, NPA Management and Credit expansion to sustain and maintain the growth trajectory. Needless to say, the goals cannot be achieved in absence of the requisite workforce. We fail to comprehend why this home truth continues to be ignored and an apathetic inaction is studiously observed by the Sponsor Banks and the management of the RRBs. It is therefore our fervent appeal that directions may be issued to all RRBs to follow the existing manpower policy and to fill up the shortage in manpower by recruitment of adequate workforce.

Career path of the officers of RRBs.

We have a promotion rule which is quite different from that in the Sponsored Banks / Commercial Banks. That is why our officers and employees are unjustly treated and deprived. We had highlighted this issue in the Joint Consultative Committee Meetings and in discussions with your office also. We clearly showed how an officer who joined as a Scale I officer in an RRB will be eligible for the next promotion only after 7 years of service, whereas any fresh candidate may apply for the post of officer of Scale II and Scale III grade simply by acquiring 2 and 3 years' experience respectively. On the other hand an officer of a Commercial Bank will get a chance for appearing at the next promotion examination after only 2 to 3 years of service. Utterly disenchanted, newly recruited officers and employees in RRBs are resigning their posts and leaving for better prospects elsewhere. We appeal once again to you to urgently arrange to review and revise the extant promotion rules/guidelines in RRBs to bring them on a par with that in Sponsor Banks which will facilitate retention of the merit and enhancement of commitment of the workforce, which is the urgent need of the hour.

Uniform Implementation of the Pension Rules & Payment of the same

Consequent upon the historic judgment of the Hon'ble Supreme Court of the 25th April 2018 regarding payment of pension to the officers and employees of RRBs on a par with that in the Sponsor Banks, your Office has already issued necessary directions to the Chairmen of the RRBs for implementation of the terms of the Judgment. We observe that some aberrations and deviations still persist in the pension rules. Moreover, the date of effect of the pension should be on a par with Commercial Banks. Calculation or determination of commutation date is also not uniformly implemented.

According to Pension Rules, no officer will get pension who resigned from service after 01-04-2018. But even those who resigned before 01-04-2018 are also being denied pension. It may be pertinent to point out that according to Service Regulations in force in RRBs, there is no provision for VRS. Our officers submitted their resignations owing to deteriorating health or other unavoidable circumstances. Before the implementation of the pension rules, they had not been aware nor had an inkling that they would face such a situation later. It is therefore our appeal to consider the issue of grant of pension to the officers who resigned before 01st April 2018. Your office had been kind enough by already giving direction to all RRBs for treating resignation before 01st April 2018 as VRS for the purpose of extension of pension benefit.

Amendment of Service Rules for calculation of Gratuity

You are aware that Hon'ble Supreme Court has upheld the verdict of Madhyapradesh High Court, Division Bench and rejected the appeal of Madhyanchal Gramin Bank. Even Hon'ble Calcutta High Court has also given verdict in the same line for the Officers' of Paschim Banga Gramin Bank. At RRBs Gratuity is calculated with two methods – one is according to Gratuity rules of the Bank & another is according to Gratuity Act – the superannuated officers are entitled to get the higher amount of the two calculations. Earlier, Dearness Allowance was not being included in "Pay" for calculation of Gratuity under Service Rules.

Contd...p3

(3)

After the verdict of the Hon'ble Supreme Court, DA is to be considered for calculation of Gratuity according to Service Rules. Therefore, it is our kind appeal, Sir, please amend our Service Rules in accordance with the verdict of the Hon'ble Supreme Court so that all Officers may get justice.

Other Benefits

According to your letter No: 8/1/2015-RRB, Dated: 20-10-2016 you had granted other benefits in two parts, Part A and Part B. Your office had given direction to the Chairmen of the RRBs for release of benefits under Part A with the approval of the concerned Boards. Your direction regarding Part B benefits was that they should be released after approval of the Sponsor Bank is obtained. It is however a sad reminder of the apathetic attitude of the Sponsor Banks towards their sponsored RRBs that most of them have till date not accorded their approval on the benefits under Part B. A majority of the RRBs have not released both Part A and Part B benefits.

Through this letter, we appeal to you to please do the needful at the earliest so that justice is delivered to the officers of RRBs.

With regards
Sincerely Yours,

Sd/-
(Srijan Kumar Pal)
General Secretary

CC to: - The Chief General Manager, IDD, NABARD, Mumbai-400051 for your kind information.

Unquote