



# ALL INDIA REGIONAL RURAL BANK OFFICERS' FEDERATION

(Affiliated to AIBOC)

Central Office : Natabar Paul Road, Chatterjee Para More, Tikiapara, Howrah – 711101



www.airrbof.com



@AIRRBOF\_IN



E-Mail : airrbofskpal@gmail.com

General Secretary Mobile: 94340 42616

CIRCULAR NO: AIRRBOF/ **SP 01**/2021

Dated: 14-01-2021

All Affiliates/ Members  
(Please re-circulate)

## **Meeting With DFS**

Dear Comrades,

I visited Delhi on the 10<sup>th</sup> instant for a meeting with Mr. Bhushan Kumar Sinha, Joint Secretary, DFS and Mr. Ashok Kumar Das, Dy. Secretary, DFS on the basis of a prior appointment. I was accompanied by our Founder General Secretary Sri S.K. Bhattacharyya, who consented to be present during the talks. Among the various issues raised during the discussions, the issue of implementation of the 11<sup>th</sup> Salary Revision in RRBs occupied centrestage. We once again reiterated our stand that the matters settled in the 8<sup>th</sup> Joint Note of the 11<sup>th</sup> Salary Revision must be implemented in their entirety. Further the implementation of the salary revision must be directly entrusted to the RRBs and should not be through the intermediation of the sponsor banks. This would ensure a glitch-free process and avoid time-consuming complications. We also discussed Career Path of officers and Restructuring of RRBs. We submitted a memorandum, a copy of which I attach herewith for your information. In response to our query regarding status of implementation of salary revision in RRBs, he stated that it was already in the pipeline and there should not be much delay.

We also secured an appointment with Sri Rajiv Puri, Chief General Manager(RRB Cell) of Punjab National Bank through the kind intervention of Com. Dilip Saha, General Secretary of All India Punjab National Bank Officers' Federation. We had a fruitful discussion with Sri Puri and discussed the burning issues of the RRBs sponsored by PNB. He displayed a very positive approach. We also submitted a memorandum, a copy of which is attached herewith. According to our pre-arranged schedule, we visited the office of The Central Provident Fund Commissioner, Delhi. As he had gone out on an urgent piece of business, we submitted our memorandum to his office. It was received on his behalf by his Personal Secretary. In the absence of the CPFC, we discussed with the other senior officials the issue of release of our PF accumulation held with the RPFs for augmentation of our PF Trust Corpus, and requested them to apprise the CPFC about the purpose of our visit and the urgency of our issue. We attach a copy of the memorandum for your information.

With greetings,

(Srijan Kumar Pal)  
General Secretary

**Encl:** Memorandum(s)



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## Shri Bhushan Kumar Sinha Joint Secretary (DFS)

Ministry of Finance,  
Govt. of India,  
New Delhi - 110001

### MEMORANDUM

Sir,

At the outset we offer you seasons' greetings on behalf of All India RRB Officers' Federation (AIRRBOF).

Regional Rural Banks (RRBs) set up since 1975 had undergone several changes in its size, area of operation and purpose of service. The main focus continue to remain service to agriculture, allied activities, rural artisans, unemployed youth and the vulnerable section of the society. RRBs continued to remain under same ownership pattern and in the Public Sector. The basic fabric of the RRBs remain the change. We firmly believe that RRBs remaining under the Public Sector is the fundamental source of their success to achieve most of their goals set up by the Union Govt.

We deem it expedient to bring up to your notice certain issues which deserve your immediate attention. We, therefore, place the issues at seriatim hereunder.

- 1. Salary Revision:** Necessary approval has already been given to the implementation of Officers' Salary Revision and the recently concluded Bipartite Settlement in the Public Sector Banks. The RRB officers and employees are entitled to the same enhancement. We hope that necessary orders would be issued to the managements of the RRBs for prompt implementation of the enhancement of pay and allowances and other benefits, without any unnecessary intervention of the sponsor banks in the matter.
- 2. Reorganisation of RRBs:** We understand that a committee has been formed to devise a future roadmap for restructuring of the RRBs. As stakeholders, we hope that our voices too should be heard. RRBs have been subjected to numerous experimentations. These are not merely financial institutions, but instruments of social development as well. The matter should therefore not be a purely academic exercise, bereft of any grass root level feedback. Among many other factors, due consideration should be given on regional focus, the rural clientele or any dilution of the foundational principle behind establishment of the RRBs. As the largest and majority federation of RRB officers' associations, we deserve to be kept in the loop while deciding on the fate of these institutions.
- 3. Recruitment of adequate manpower in RRBs:** The RRBs 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 Govt. and adopted by the concerned boards of the RRBs.

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



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work force. 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 managements of RRBs. It is therefore our fervent appeal that direction may be issued to all RRBs to follow a progressive and pragmatic manpower policy or at least the existing manpower policy and to fill up the shortage of manpower by recruitment of adequate workforce.

- 4. Career path of officers of RRBs:** The existing promotion rules in the RRBs are far worse than the prevailing norms in Sponsor Banks or NCBs for that matter. Our officers and employees are unjustly treated and deprived. We have highlighted this issue in various forums including the JCC.

We have clearly shown 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 prospect 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. This will facilitate retention of merit and enhancement of commitment of the work force, which is the urgent need of the hour.

- 5. Service Regulations:** Presently, there is a common service regulation for officers and employees of RRBs. Since the job nature, accountability and nature of responsibilities are different, a common service regulation is unsuitable for the purpose. In the fitness of things, it would therefore perhaps be in order to introduce a separate service regulation solely for officers in the RRBs, in line with the existing officers' service regulations in the PSBs.

We trust that in consideration of the gravity of the issues, you will kindly take suitable measures to resolve the issues laid down by us in a time-bound manner in the interest of unfettered growth of the RRBs and for providing much-needed relief to the staff of these institutions.

With regards

Yours faithfully,

Sd/-

(Srijan Kumar Pal)

General Secretary



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## Shri Rajiv Puri Chief General Manager

Punjab National Bank  
Corporate Head Office  
Plot No-4, Sector-10  
Dwarka

### MEMORANDUM

Sir,

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Regional Rural Banks (RRBs) set up since 1975 had undergone several changes in its size, area of operation and purpose of service. The main focus continue to remain service to agriculture, allied activities, rural artisans, unemployed youth and the vulnerable section of the society.

We deem it expedient to bring up to your notice certain issues which deserve your immediate attention. We, therefore, place the issues at seriatim hereunder.

- 1. Acute Shortage of Manpower:** - The RRBs sponsored by Punjab National Bank are facing acute shortage of Manpower. In some RRBs position is more precarious, with the absence of even the skeleton manpower according to the most conservative recommendations of Mitra Committee approved by the Central Govt. and adopted by the concerned boards of the RRBs.

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 work force. 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 managements of RRBs. It is therefore our fervent appeal that direction may be issued to all RRBs to follow a progressive and pragmatic manpower policy or at least the existing manpower policy and to fill up the shortage of manpower by recruitment of adequate workforce.

- 2. Benefit at par with Sponsor Bank:** - RRB officers and employees are entitled to parity in the matter of other benefits, allowances and perquisites. It is however a sad reminder that the Sponsor Bank towards their sponsored RRBs have till date not extended the benefits to their sponsored RRBs. It is our appeal please extend the other benefits to your sponsored RRBs which is prevailing in your Bank. According to the order of the Supreme Court parity should be at par on all respect.

### **Apart from this we need support in the following areas from our Sponsor Bank.**

- ❖ To float RFP for IT related issues of PNB sponsored RRBs for cost curtailment.
- ❖ Guidance of PNB DIT team for facilitating the upgradation of CBS Module
- ❖ Training support for high value advance.

Yours faithfully,

Sd/-

(Srijan Kumar Pal)  
General Secretary