



They is not the limit, we cover it...

# ALL INDIA REGIONAL RURAL BANK OFFICERS' FEDERATION

(Affiliated to AIBOC)

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CIRCULAR NO: AIRRBOF/ **SP 15**/2021

Dated: 22-03-2021

All Affiliates/ Members  
(Please re-circulate)

Dear Comrades,

## **REG: WAGE REVISION FOR EMPLOYEES AND OFFICERS OF RRBs**

## **REF: DFS NOTIFICATION F/8/1/2021-RRB.dated 01st April, 2021**

We reproduce hereunder the text of UFRRB Letter No.2021/02 dated 05.04.2021 addressed to the Secretary, DFS on the captioned subject for information of all concerned. Copy of the letter has been sent to the Chairman, NABARD, Chairman of all RRBs, MD of all Sponsor banks and The Convenor, UFBU.

With revolutionary greetings,

(Srijan Kumar Pal)  
General Secretary

## **Quote**

**LETTER No. UFRRBU/2021/02**

**Date: 05.04.2021**

To

**Shri Debasish Panda,**  
Secretary, Dept. of Financial Services,  
Ministry of Finance, Government of India,  
New Delhi-110 001

Dear Sir,

**REG: WAGE REVISION FOR EMPLOYEES AND OFFICERS OF RRBs**

**REF: DFS NOTIFICATION F/8/1/2021-RRB.dated 01<sup>st</sup> April,2021**

In terms of the Award of the National Industrial Tribunal and the ORDER of the Supreme Court dated 31-01-2001 and also having regard to Section 17 of the Regional Rural Banks Act, 1976, the salary of the employees and officers of Regional Rural Banks are to be revised.

In this regard the final ORDER of Apex Court reads as under:

**Hereafter, as and when the pay structure of the employees of the nationalised commercial banks get revised on the basis of any bipartite settlement, the Union Government should take a decision so far as the employees of the Regional Rural Banks are concerned, within a reasonable time and bearing in mind the conclusions, we have already arrived at, so that the so-called parity could be maintained. "**

We are thankful to the Government for releasing the DFS notification No. F-8/1/2021 dated 1<sup>st</sup> April, 2021 addressed to all the Regional Rural Banks, IBA, NABARD and all the Sponsor Banks extending wage revision in Regional Rural Banks based on the 11<sup>th</sup> BP Settlement/Officers Joint Note dated 11-11-2020.

However, we observe from the communication the following distortion:

- a) Other allowances/benefits are divided into Part-I and Part-II out of which Part II of the Allowances would be considered by the Sponsor Banks.
- b) The new allowances and benefits provided in the Settlement/Joint Note would be considered later after further restructuring of the RRBs.
- c) Arrears from 1-11-2017 would be payable in two installments, one in Jan-March, 2022 and another six months later to that.

Sir, in the **Appeal (civil) 2218 of 1999**.Apex Court Order **31 January, 2001, it has been observed** "the tribunal positively came to the conclusion that the financial

capacity cannot be a germane factor in determining the pay structure of the employees of the Regional Rural Banks and this conclusion of the tribunal has become final, the award in question not having been assailed and on the other hand having been implemented. In the aforesaid premises, it is a futile attempt on the part of the employer as well as the Union of India to re-agitate the dispute, which has already been resolved and has been given effect to. In our considered opinion, therefore, the aforesaid contention on behalf of the appellant cannot be sustained and it would no longer be open, either for the bank or the Union of India to raise a contention that in determining the wage structure of the employees of the RRBs, the financial condition would be a relevant factor. "

Hence, not extending all the allowances and benefits to the RRBs in line with wage revision settlement dated 11<sup>th</sup> Nov..2020, at Sponsor bank level would be injustice and discrimination.

Similarly, all the Banks have also made a provision for the arrears payable in their respective Balance Sheets. So, delaying the payment of arrears also would frustrate the workforce.

In view of the above, we urge upon you to reconsider the issue and advice the Banks to implement the wage revision for employees and officers in the RRBs without these restrictions and pay the arrears immediately.

Thanking you,

Yours faithfully

Sd/-  
Shiv Karan  
Dwevedi General  
Secretary **NFRRBE**

Sd/-  
GG Gandhi  
General Secretary  
**AIGBEA**

Sd/-  
K. Rajeev  
General Secretary  
**AIGBEC**

Sd/-  
BN Dubey  
President  
**NCRRBE**

Sd/-  
Abdul Sayeed Khan  
General Secretary  
**NFRRBO**

Sd/-  
DN Trivedi  
General Secretary  
**AIGBOA**

Sd/-  
Srijan Pal  
General Secretary  
**AIRRBOF**

Sd/-  
Prakash Soni  
General Secretary  
**AIGBOC**

**Unquote**