



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

ALL INDIA REGIONAL RURAL BANK OFFICERS' FEDERATION

(Affiliated to AIBOC)

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All Affiliates/ Members
(Please re-circulate)

JFGBU DISCUSSION AT DFS

We reproduce hereunder the full text of Circular No. 2021-22/04 dated 12-08-2021 issued by Joint Forum of Gramin Bank Unions on the captioned subject for information of all concerned.

With revolutionary greetings,

(Srijan Kumar Pal)
General Secretary

Quote

We are happy to inform that a very positive discussion was held with Dr Bhushan Kumar Sinha, Joint Secretary, and Sri AK Das, Deputy Secretary, DFS for hours together on our pending issues as well as Merger of RRBs with strong Sponsor banks.

From JFGBU a delegation comprising of Dr RC Kunthia, Ex-MP, President of AIGBEC & AIGBOC, Com. DN Trivedi, GS,AIGBOA (convener), **Com. S K Pal, GS, AIRRBOF** and Com. GG Gandhi, GS.AIGBEA participated in the joint discussion .

Issue wise details are as follows:

RECTIFICATION OF WAGE REVISION NOTIFICATION DATED 1ST APRIL, 2021

We had referred out the Apex court ORDER dated 31.01.2001 and submitted that Apex court had directed Union Govt. to implement Bipartite settlement in RRBs within a reasonable time keeping in view that parity could be maintained. But, other allowances have been divided into two parts and part II has been left over sweet will of sponsor banks creating disparity. Further, new ALLOWANCES are told to be allowed after restructuring of RRBs. **This is violation of Apex court Order.**

DFS authorities expressed that 98% pay parity has already been maintained and DFS would take up the matter with Sponsor banks for taking the issue of implementing part II ALLOWANCES on priority basis.

So far as Special allowances and Special pay is concerned clarification has been sent on 29th April 2021.

SERVICE REGULATIONS PARITY

In this regard delegation of JFGBU submitted that Duties and responsibilities of Officers and workmen are different but RRB is having a combined SSR is totally unjustified. Further it was argued that duties and responsibilities of staff of RRBs are almost equal, hence Sponsor Bank Employees and Officers SSR should be extended to RRBs.

It was also submitted that when leave rules, Pension rules ,gratuity rules and other clauses of SSR at Sponsor banks level changed , its extension in RRBs have unnecessarily delayed . It was also pointed out that the matter has also been referred by NABARD to DFS earlier as mentioned in JCC ATR.

DFS authorities replied that so far as parity in the matter of leaves, consideration of DA for calculation of gratuity to Officers, Pension to VRS optees, in case of CRS and resignation on health grounds are under active consideration and direction would be issued shortly.

COMPASSIONATE APPOINTMENT WITH RETROSPECTIVE EFFECT

In this regard we pointed out the clause no.8, "Time limit for considering Applications" of the Compassionate appointment scheme to be implemented in public sector banks. The scheme was circulated by IBA cir. dated 11th August,2014 and same has been referred/ enclosed to DFS letter 31.12.2018 followed by NABARD letter dated 9th January 2019,or Compassionate appointment in RRB.

Hence, cases of Compassionate appointment of 5 years ago from date of approval by RRB Board should be considered.

It was replied by the DFS authorities to look into the matter and also pointed out that matter is subjudice.

PARITY IN RECRUITMENT AND PROMOTION POLICY WITH SPONSOR BANKS **FRESH MANPOWER PLANNING**

JFGBU delegation pointed out that due to lack of parity in promotion policy attrition rate is very high in RRB and youngsters are quitting from RRB whenever they get employment opportunity in other public sector banks.

It was also pointed out that in 2010 APR notification was done and in 2017 only recruitment policy was amended but promotion policy was not amended. NABARD has already recommended that promotion policy may be amended in line with Sponsor Bank but matter is pending at DFS for 5 years.

Further, delegation also pointed out that Mitra Committee recommended HR policy in 2012 which was implemented in 2015. Within last 7 years, business and area of operations of RRB have been changed manifold, hence fresh MANPOWER policy is also required for better customer services.

DFS authorities assured that promotion policy would be amended very soon and fresh MANPOWER planning may be looked into.

REGULARISATION OF DAILY WAGED WORKERS

JFGBU delegation submitted that for more than 10 years daily waged workers have continuously been performing duties of Office attendant in RRB and more than 5 thousands vacancies are existing as per Mitra committee recommendations but for last two decade vacant posts are not fulfilled.

DFS pointed out that Sub- staff post is outsourced as per MANPOWER policy but existing vacant post would certainly be full filled and DFS may issue directions to NABARD/ RRBs in this regard.

MERGER OF RRB WITH STRONG SPONSOR BANK

On this issue long discussion took place. JFGBU delegation submitted that since inception of RRBs it has been put on experiment and a number of Committee constituted on viability of RRBs.

As per recommendations RRB's Capital was restructured/enhanced, RRBs were amalgamated, area of operation was increased, in 16 states now only one RRB is operating in each state; even though RRB have not achieved required viability affecting required rural credit delivery system as a whole and failed to extend new age banking required by common man of the country.

Further, delegation pointed out that RRBs financial position is not up to mark due to inbuilt weaknesses, so it must not be categorized on the basis of their financial Parameters.

DFS authorities pointed out that basic principles decided for establishment of RRB are not exiting today, now RRB is not a low cost banking, hence GOI had constituted an expert group who has already submitted their report. Let us hope RRBs restructuring may be done shortly.

With greetings,

Yours friendly

Sd/-

(DN Trivedi)

CONVENER

Unquote