

**REPORT OF THE
COMMITTEE
FOR
COMPREHENSIVE REVIEW
OF
MODEL RRBs OFFICERS AND
EMPLOYEES SERVICE
REGULATION, 2000**

**GOVERNMENT OF
INDIA**

February 2009

Ref.No. NB.LD/ 1662 /RRB Regulation / 2008-09

13 February 2009

Shri Arun Ramanathan
Secretary
Department of Financial Services
Ministry of Finance
Government of India
New Delhi – 110 001.

Dear Sir,

**Submission of the Report for Comprehensive Review of
Model RRB Officers and Employees Service Regulation, 2000**

It may kindly be recalled that Government of India has constituted above Committee vide its order (F.No.3/8/2008) dated 22 August 2008. Looking to the importance and urgency of the matter, Shri Amaresh Kumar, Chairman of the Committee had submitted Part A of the Report to Government of India vide DO No. NB. LD / 1424 / RRB Regulation / 2008-09 dated 01 January 2009. Although draft Part B of the Report was also ready by that time but the same could not be submitted for want of approval from members of the Committee. The Committee in its 5th and last meeting on 6th February 2009 has discussed and approved Part B of the Report. Further, the Committee has decided to submit a composite report containing Part A and Part B.

Since Shri Amaresh Kumar, Chairman of the Committee is on long leave, I am submitting the Report of the Committee with his approval for consideration of the Government of India.

Yours faithfully,

(U N Srivastava)
Chief General Manager (Law)
Member-Secretary

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PART – A

Report of the Committee on ToR (i) & (ii)

Introduction

Regional Rural Banks (RRBs) were established in India under the Regional Rural Banks Act 1976. In terms of recommendations of the Working Group on Rural Banks, the first five RRBs were established under the Presidential Ordinance, which followed the promulgation of the Act in April 1976. By 1987, the number of RRBs had grown to 196. The RRBs have been recognised as scheduled banks under the Reserve Bank of India Act, 1934 and are authorised to transact banking business as defined in the Banking Regulation Act, 1949. The RRBs were required, in particular, to undertake the business of providing credit facilities to the poorer sections of rural society.

Over a period of about 32 years, several changes including restructuring of RRBs have taken place and as such, there was need for an urgent review of man power related issues in RRBs. The Government of India (GoI) was of the view that man power norms in RRBs should be examined afresh and a standard method of man power assessment and planning be formulated. Accordingly, with a view to formulate a comprehensive human resources policy for the RRBs, GoI, in 2007, constituted a committee under the Chairmanship of Dr.Y S P Thorat, the then Chairman of NABARD. The said committee examined the related issues which have a bearing on development of appropriate human resources in RRBs vis-a-vis the Model RRB Officers and Employees Service Regulation, 2000 and RRBs (Appointment and Promotion of other employees) Rule, 1998. The Report of the Committee has since been accepted by the GoI with some modifications.

In view of the aforesaid developments, there was need to revisit the Model RRBs Officers and Employees Service Regulation, 2000 in the changed scenario especially, after the restructuring of RRBs by way of amalgamation and various recommendations of the Thorat Committee as accepted by GoI. Having regard to this, GoI constituted a Committee for comprehensive review of the Model RRBs Officers and Employees Service Regulation, 2000 with the following Terms of Reference (ToR) as laid down in the Government Order F.No.3/8/2008-RRB dated 22 August 2008 :

(i) To study, review and suggest suitable amendments of the Model RRBs Officers and Employees Service Regulation, 2000.

(ii) To examine the issue of having separate service regulations for officers and employees of RRBs.

(iii) Any other matters relating to service regulations of RRB.

The members of the committee are :

1.	Shri Amaresh Kumar, ED, NABARD, HO, Mumbai	Chairman
2.	Shri M. K. Malhotra, Deputy Secretary, Deptt. of Financial Services, MoF, GoI	Member
3.	Shri K. J. Taori, GM, State Bank of India, CO, Mumbai	Member
4.	Dr. S. Elangoven, GM, Indian Overseas Bank, HO, Chennai	Member
5.	Shri N. S. Bose, Chairman, South Malabar Grameen Bank, HO, Mallapuram, Kerala	Member
6.	Shri B. Mandal, Chairman, Satpura Narmada KGB, Chhindwara	Member
7.	Shri U. N. Srivastava, CGM, Law Department, NABARD, Head Office, Mumbai	Member Secretary

Since the ToR to the Committee covered only a comprehensive review of the Model RRBs Officers and Employees Service Regulation, 2000 and other matters relating to the service regulations, the Committee requested GoI to include review of RRBs (Appointment and Promotion of Officers and other Employees) Rules, 1998 vis-à-vis the recommendation of the Thorat Committee in the ToR. In response to this, the GoI vide its order F.No.3/8/2008-RRB dated 24 September 2008 has informed the Committee “that appointments and promotions are part and parcel of the service regulations. The details for carrying out appointment and promotion is governed by the RRBs (Appointment and Promotion of Officers and other Employees) Rules, 1998. Since these already stand included in the ToR to the Committee, no separate order is necessary to specifically include it within the terms of reference of the Committee”. Accordingly, review of RRBs (Appointment and Promotion of Officers and other Employees) Rules, 1998 was also included in the ToR.

Approach and guiding factors

The Committee has taken into consideration following inputs for formulation of its recommendations :

1. Views / suggestions of RRBs (Out of 88 RRBs, 61 RRBs submitted their views)
2. Views / suggestions of Sponsor Banks (Out of 27 Sponsor Banks, 13 Sponsor Banks submitted their views)
3. Views / suggestions from the Association / Unions who approached the Committee for furnishing their views / suggestions (09 Association / Unions submitted their views / suggestions)
4. Discussions with the Association / Union.
5. Discussions with the Chairmen of select RRBs.
6. Last but not the least, the recommendations of the Thorat Committee as accepted by the GoI.

Model Service Regulations in RRBs

Section 30 of the RRBs Act, 1976 authorises the Board of an RRB to make regulations after consultation with the Sponsor Bank and NABARD and with the previous sanction of the Central Government. These regulations which are to be notified in the official gazette, are intended to provide for all matters for which provision is necessary or expedient for purpose of giving effect to the provisions of the Act. Every such regulation shall, as soon as may be after it is made, be forwarded to the Central Government.

With a view to ensuring uniformity in the regulations framed under Section 30 of the RRBs Act, 1976 by various RRBs, GoI prepared a Model (Staff) Service Regulations. First model was circulated by the GoI by its letter No. F. 2-16J79-RRB dated 13th May 1980 to the Chairman of all RRBs. The RRBs were advised that the regulations would require reference to the respective sponsor banks and the Reserve Bank (NABARD since the amendment of the RRBs Act in 1988) for formal consultation. To avoid delay, GoI forwarded a copy of the said regulations to Sponsor Banks and Reserve Bank of India requesting them to convey their comments, if any, and acceptance of the regulations directly to the concerned RRBs. The previous sanction of the Central Government, as required under Section 30 of the Act, was also conveyed through this letter for the framing (and adoption) of the Regulations. Each RRB was also requested to intimate to the Government the date on which the model service regulations are finally adopted by it.

Due to several changes in organisation and working of RRBs, GoI prepared a Revised Draft Model Officers and Employees Service Regulations in 2000 and circulated by its letter No. 8/(5)/93-RRB dated 15 September 2000. The previous sanction of the Central Government, as required under Section 30 of the Act, was also conveyed through this letter for the framing (and adoption) of the Regulations. Each RRB was also requested to intimate to the Government the date on which the model service regulations are finally adopted by it.

The model service regulations contain seven chapters and three schedules. The first chapter is 'preliminary' and like all other rules and regulations, deals with the title, the date of commencement, and the application of these regulations to various categories of staff. The important words used in the Regulations have also been defined in this

chapter. The second chapter contains regulations relating to classification of officers and employees appointments, promotion and termination of service, while the third one is on record of service, seniority, promotion and reversion. The fourth chapter is devoted to conduct, discipline and appeal regulations. The fifth chapter covers pay and allowances of the staff; the sixth, leave and joining time, and the last provides for miscellaneous matters including reimbursement of medical expenses, provident fund and gratuity.

The chapter titled 'miscellaneous' also includes provisions for implementation and interpretations of the regulations. It empowers the Chairman to issue such instructions or directions as may, in his opinion be necessary for giving effect to, or carrying out, the provisions of these regulations. However, the power to interpret the regulation vests with the GoI. The GoI may after consultation with NABARD interpret these regulations as and when considered necessary. It may be noted here that although the Service Regulations are made by the Board of Directors of the respective RRBs in exercise of the powers conferred by Section 30 of the RRBs Act, 1976 they are required to consult the Sponsor Bank and NABARD and to obtain the previous sanction of the Central Government. Further, in terms of Section 24 of the RRBs Act, 1976 in the discharge of its functions an RRB shall be guided by such directions in regard to matters of policy involving public interest as the Central Government may, after consultation with the Reserve Bank, give.

As in all cases of such rules and regulations, Regulation 73 contains the repeal and saving clauses. It provides for repeal of every rule, regulation, by-law or any provision in any agreement, or a resolution corresponding to any of the resolutions contained in the Service Regulations and in force immediately before the commencements of these regulations and applicable to officers and employees. It further provides that notwithstanding such repeal, any order made or action taken under the provisions so repealed shall be deemed to have been made or taken under the provision of these regulations. It should be noted here that the RRBs came into existence in October 1975 by virtue of an Ordinance issued by Government of India. The model service regulations were framed and circulated only in 1980 & 2000 and, therefore, validation of all action taken earlier was necessary. Regulation 73 seeks to extend this protection and ensures continuity. To sum up, the Service Regulations of RRBs are framed by the respective Boards of the RRBs after consultation with the Sponsor Bank and NABARD. These are drawn up in exercise of the powers conferred by Section 30 of the RRBs Act, 1976. Having regard to its constitution and nature of its legal entity and the measure of State control, the RRB is an instrumentality of the State and is made of

latter's own 'flesh and bones' and is accordingly 'State' within the meaning and for purposes of Article 12 of the Constitution of India.

The Committee deliberated upon various suggestions made by RRBs, Sponsor Banks, unions/ associations/federation and Chairmen of selected RRBs. After discussing their suggestions and careful considerations, the Committee decided to examine the ToR (ii) at first and ToR (i) & (ii) thereafter. The views of the Committee on ToR (ii) and ToR (i) are as follows: -

ToR (ii) – Need/desirability of having separate regulation for officers and employees.

The Committee deliberated upon various suggestions made by unions/ associations/federation and Chairmen of selected RRBs. After discussing their suggestions and careful considerations, the Committee was of the opinion that there was no need to bifurcate and change the present system of single regulations for officers and employees. Some of the reasons in favour of continuing the same are as under :

- Even under single Regulations system, the offence/misconduct can be viewed differently by different disciplinary authorities depending on the circumstances and merit of the individual cases.
- The past record of the concerned employees also is taken some time into account while deciding the quantum of penalty and for this reason defining micro and major misconduct will restrain the disciplinary authority in giving his decision in the overall interest of the organization and employees concern.
- Though the RRBs have been amalgamated and have started taking varied and diversified business, the staff is yet to reach the maturity available in the public sector banks.
- The Thorat Committee has a vision of including RRB staff to man their own banks by 2015 and have suggested a road map for that. Once till that happens and the stakeholders can develop enough confidence in their experience and capability, it would not be desirable to go for separate regulations for officers/employees at this stage.

- What is more important is that the staff regulations are so framed that it is easily understandable, implementable, leaving no room for ambiguity, biases/misuse and undesirable litigation. This is more important in the context of the RRBs being covered under the provision of the RTI Act, 2005.
- Separate regulations for officers and employees may lead to a situation where workmen may demand coverage under the ID Act and demand that the individual Board of Directors be authorized to agree on wage revision. This may not be desirable at present level considering the level of nominee directors coming from State Governments, sponsor banks and those representing GOI. Many of these directors are basically district level officials having no all India perspective, unlike a Director of Public Sector Bank.
- Single regulations will facilitate greater cohesiveness among the officers/employees of RRBs which is need of the hour particularly in the wake of amalgamation process that have set. Commercial banks are more than 100 years old whereas the RRBs are about 33 years in existence and hence the issue of separate regulations can be considered after 5-10 years.
- In case we go for separate regulations it has to be for all RRBs irrespective of size and whether they have amalgamated and stand-alone. Considering the complexity involved in the industrial related matter it may not be practicable for stand alone/small RRBs to maintain such a large contingent staff to handle IR issues.

The Committee therefore, concluded that there is no need to have separate regulations to officers and employees in RRBs.

ToR (i) – Amendments to Model RRB Service Regulations, 2000

After careful considerations of various suggestions made by RRBs, Sponsor Banks, unions/ associations/federation and the Chairman of selected RRBs, the Committee has identified some of the regulations for amendments and also suggested some new regulations to be incorporated in the existing regulations. The draft proposed amendments including new regulations are enclosed here with as Annexure-I.

PART – B

Report of the Committee on ToR (iii)

ToR (iii) – Review of RRBs (Appointment and Promotion of Officers & Other Employees) Rules, 1998

To start with, the staff requirement of key personnel in each RRB was met by the concerned Sponsor Bank while the other staffs were recruited directly. In the formative years of RRBs, in the absence of any policy guidelines, the individual banks used to recruit staff directly. This led to a lot of complications.

Section 29 of the RRBs Act, 1976 authorises the Central Government to make Rules after consultation with the Sponsor Bank and NABARD. The Rules so framed shall be notified in the Official Gazette. In exercise of aforesaid powers conferred by Section 29 of the RRBs Act read with Section 17 thereof, the Central Government after consultation with the Sponsor Bank and NABARD notified the RRBs (Appointment and Promotion of Officers and other Employees) Rules, 1988. Due to several changes in organization, system and working of RRBs, the aforesaid Rules, 1988 were modified and the Central Government after consultation with the Sponsor Bank and NABARD notified the new set of Rules called RRBs (Appointment and Promotion of Officers and other Employees) Rules, 1998.

At present all recruitment and promotion in RRBs is regulated by the Regional Rural Banks (Appointment and Promotion of Officers and other Employees) Rules, 1998. The said Rules provide that the Board of the RRBs in consultation with the respective Sponsor Bank determine the number of vacancies in each post keeping in view the guidelines issued by the Central Government from time to time. All vacancies so determined shall be filled up by promotion or direct recruitment. There shall also be reservation of posts for the Scheduled Castes, Scheduled Tribes and other categories of persons in such proportion as may be specified by the Central Government from time to time. The Chairman of each RRB shall be the appointing authority in respect of all the posts in RRBs.

The selection of candidates by direct recruitment to the posts of officers and employees other than those of driver, driver-cum-messenger, messenger and sweeper shall be entrusted to Banking Services Recruitment Board. The posts in the subordinate category as aforesaid, shall be filled in by the concerned RRBs after making reference to the Employment Exchange, Sainik Board and other agencies catering to the welfare of physically handicapped persons recognized by the Central or the State Government. The Rules specifically laydown that selection of candidates for subordinate category shall be on the basis of the interview to be conducted by the Staff Selection Committee constituted as per prescribed procedure and that no candidates other than those sponsored by the specified agencies shall be called for interview.

Rule 11 of the Regional Rural Banks (Appointment and Promotion of Officers and other Employees) Rules, 1998 provide that for the purpose of selecting candidates for appointment or promotion to the various posts, the Board of each bank may constitute from time to time Staff Selection Committees. The Committee will consist of the Chairman, a director nominated by the Reserve Bank of India, a director nominated by the NABARD and a director nominated by the Sponsor Bank for the selection. If none of the Members of the Committee such constituted belong to the Scheduled Castes or the Scheduled Tribes, the Chairman may nominate a person belonging to either of the communities as an additional member and such persons shall participate in the process of selection by the concerned Committee. The period for which the Committee shall function may be determined by the Board of the RRB. It shall also follow the procedure as determined by the Board for selection of the candidates for appointment or promotion in accordance with the guidelines issued by the Central Government from time to time. The Committee shall recommend to the Board the candidates selected by it for consideration for appointment or promotion, as the case may be.

Like any other organization, appointment and promotion of right candidate to right post and provision for appropriate career progression are key factors for development of desired human resources in RRBs. The Committee has considered the existing provisions and endeavored to revise the same to achieve the aforesaid

objectives. In this context, the Committee has been guided by the following considerations:

- (i) Thorat Committee, inter alia, recommended rationalization of staff in Group 'B' & 'C' with a new appointment and promotion methodology, promotion of internal officers upto scale V instead of existing up to scale III. It also recommended that scale IV & V officers of RRBs of same Sponsor Bank may be subjected to inter RRB transfer / deputation. It further recommended introduction of two channel promotion process separately for staff with seniority / experience and staff with higher capabilities. Similarly, recommendations for 100% computerization by 2011, financing in the field of horticulture, pisciculture, animal husbandry, etc. necessitated framing of new appointment and promotion policy to recruit / promote personnel with specialized qualification in the fields of forestry, animal husbandry, information technology, Management, Law and Accountancy, etc.
- (ii) As regards clarity to avoid litigations on account of the scope for more than one interpretation of certain provisions of the existing Rules, 1998 in the Courts of law, the Committee has tried to maintain clarity while laying down each and every provision of the Rules to avoid litigation and ensure clear understanding amongst all concerned.
- (iii) Necessary synchronization with public sector banks – After amalgamation, removal of restriction to finance only the target groups, diversification of lending portfolios and inclusion of additional business opportunities like insurance, the RRBs have come a long way and there needs are similar to public sector banks. It was, therefore, imperative for the Committee to keep broadly in mind the appointment and promotion rules of the public sector banks while framing the rules.

After careful consideration, the Committee is of the view that as Thorat Committee has recommended major and substantive changes in existing procedure of recruitment and promotion in RRBs, the RRBs (Appointment and Promotion of Officers and other Employees) Rules, 1998 may be fully revised and substituted by a new set of Rules which may be called RRBs (Appointment and Promotion of Officers and

other Employees) Rules, 2009. Draft of the proposed Rules, 2009 is enclosed herewith as Annexure-II.

The Committee had five meetings, details of which are given in Annexure-III. Apart from the aforesaid meetings, wide consultations and exchange of views among members and also with Union / Officers Association have been made through technological means. Copy of Government of India order dated 22 August 2008 and 24 September 2008 are enclosed herewith as Annexure-IV A and Annexure-IV B respectively. List of All India RRBs Employees Union / Officers Association which made presentation to the Committee and list of Chairmen of select RRBs whom the Committee held extensive discussion are enclosed herewith as Annexure-V and Annexure VI respectively. The recommendations of the Thorat Committee as approved by the Government of India is also enclosed herewith as Annexure VII. Shri B Mondal, a Member of the Committee though has not attended 5th and last meeting due to personal reason, his acceptance to the report was obtained through e-mail, copy of the e-mail is enclosed herewith as Annexure VIII. Similarly, Shri K J Taori, a Member of Committee too could not attend the 5th and last meeting owing to official exigencies but his duly briefed representative Shri Vinay Junankar, AGM participated in the meeting and he had agreed with contents of the report.

Acknowledgement

The Committee would like to express its gratitude to Dr. K G Karmakar, Managing Director, NABARD for his valuable guidance during the inauguration of 1st meeting of the committee.

The task of the Committee could be completed smoothly due to the Secretarial responsibilities assumed efficiently by the team comprising of Shri Pradeep Kumar, AGM, Shri R K Saxena, AGM (Law), Shri J A Nair, AM and Shri S H Desai, DA (Sect.) who had taken care of every need of the Committee with utmost sincerity. The Committee express their deep sense of appreciation of the untiring efforts put in by Shri R K Saxena, AGM (Law), NABARD not only in drafting of the report but also in preparing draft amendments in Service Regulations and draft RRBs (Appointment and Promotion of Officers and other Employees) Rules, 2008. Thanks are also due to Shri J A Nair, AM, NABARD who rendered all the overall support for preparation of various presentations made in the interactive meetings of the committee and also providing overall support for drafting of the report.

The Committee would also like to place on record the assistance rendered by Smt. Kusum Punwani and Smt. Deepa Rajpal, DAs (Sect), Smt. Pratima Kantak and Smt. Mythili Sainath DAs of NABARD for their support. The Committee is also thankful to Shri Vinay Junankar, AGM, SBI for his valuable contribution in the Committee's work.

(Amaresh Kumar)
Chairman

(M K Malhotra)
Member

(Dr. S. Elaangovan)
Member

(K J Taori)
Member

(B Mondal)
Member

(NS Bose)
Member

(U N Srivastava)
Member Secretary

ANNEXURE - I

RRB Officers and Employees Service Regulations, 2000

Regulation No.	Existing Provision	Recommended Amendment	Remarks
	CHAPTER – I	CHAPTER – I	No change
I	<u>PRELIMINARY</u>	<u>PRELIMINARY</u>	No change
2	<u>Definitions</u>	<u>Definitions</u>	
d)	"Area Manager" means an officer holding the charge of Area Office for the time being;	"Regional Manager" means an officer holding the charge of Regional Office ;	As per the recommendations of Thorat Committee in para 3.5.1 and as approved by GoI.
g)	"Branch Manager" means an officer holding charge of a branch for the time being;	"Branch Manager" means an officer holding charge of a branch;	No major change
i)	"Competent Authority" means the Chairman in the case of officers and the officer designated by the Chairman in the case of employees.	"Competent Authority" means the Chairman in the case of officers and the General Manager in the case of employees. <i>Provided if there is no incumbent to the post of General Manager, the Chairman shall be the Competent Authority in respect of employees also.</i>	As per the recommendations of Thorat Committee in para 4.5 (b) and as approved by GoI.
l)	"employee" means a person appointed to any of the posts specified in Regulation 3 (a) (2) and (3), and includes such employees whose services are temporarily lent to other organisations.	"employee" means a person appointed to any of the posts specified in Regulation 3 (a) (2) and (3), and includes such employees whose services are lent to other organizations under Regulation 71 A ;	To remove ambiguity in existing regulation.
	CHAPTER – II	CHAPTER – II	No change
II	<u>CLASSIFICATION OF OFFICERS AND EMPLOYEES, APPOINTMENT, PROBATION, TERMINATION OF SERVICES</u>	<u>CLASSIFICATION OF OFFICERS AND EMPLOYEES, APPOINTMENT, PROBATION, TERMINATION OF SERVICES</u>	No change

3	<u>Classification of Officers and Employees</u>	<u>Classification of Officers and Employees</u>	No change
(a)	The officers and employees of the Bank shall be classified as <i>follows:</i> 1. Group A - Officer <i>Cadre</i> i. Scale I ii. Scale II iii. Scale III with designation in relation to any of the scales 7. Officer 8. Branch Manager 9. Area Manager 10. Senior Manager <i>and such other scales or designations as may be specified by the Board from time to time with the approval of the Central Government</i>	The officers and employees of the Bank shall be classified as Group A – Officer <i>Junior Management</i> i) Scale I <i>Middle Management</i> ii) Scale II iii) Scale III <i>Senior Management</i> iv) <i>Scale IV</i> v) <i>Scale V</i> <i>The Officer may be designated as Assistant Manager, Manager, Senior Manager, Chief Manager, Regional Manager and General Manager</i>	As per the recommendations of Thorat Committee in para 3.6.2 and as approved by GoI.
	2. Group B - <i>Clerical Cadre</i> <i>Clerical staff namely Clerk-cum- cashier, Clerk-cum-typist, Stenographer and such other categories as may be specified by the Board from time to time with the prior approval of the Central Government.</i>	2. Group B – <i>shall consist of Office Assistants (Multipurpose);</i>	As per the recommendations of Thorat Committee in para 4.5.2 and as approved by GoI.
	3. Group C - <i>Subordinate Cadre</i> <i>Subordinate staff namely Messenger, Messenger-cum-sweeper, Driver, Driver-cum- Messenger, Part-time Messenger-cum- Sweeper, Security Guard and such other categories as may be specified by the Board from time to time with the prior approval of the Central Government.</i>	3. Group C - <i>shall consist of Office Attendants (Multipurpose);</i>	As per the recommendations of Thorat Committee in para 4.5.2 and as approved by GoI.

4	<u>Temporary Employees</u> Notwithstanding anything to the contrary contained in these Regulations, the Chairman may, subject to such general or specific instructions as may be issued by the Board from time to time, engage persons in Clerical Cadre and/or Subordinate Cadre on ad-hoc and/or temporary basis for a period not exceeding 60 days in a year to meet any exceptional need or circumstance. Provided that such appointments on ad-hoc and/or temporary basis shall be made in consultation with the Sponsor Bank.	<u>Temporary Employees</u> Notwithstanding anything to the contrary contained in these Regulations, the Chairman may, subject to such general or special instructions as may be issued by the Board from time to time, engage person(s) in Group C on casual basis for a period not exceeding 90 days in a year to meet any exceptional need or circumstance. Provided that such appointments shall be made on casual basis in consultation with the Sponsor Bank.	No major change
8	Probation	Probation	No change
(i)	An Officer directly appointed in Scale I shall be on probation for a period of two years which shall be extendable by the Appointing Authority for a period not exceeding one year.	An Officer directly appointed in Group 'A' shall be on probation for a period of two years which may be extendable by the Appointing Authority for a period not exceeding one year.	To remove the ambiguity in existing regulation.
(iii)	An Officer promoted in higher scale shall be on probation for a period of one year, which shall be extendable by the Appointing Authority for a period not exceeding six months.	Omitted	Since there are no probation on promotion in higher scale in public sector banks, hence proposed.
(iv)	(a) An employee directly appointed in Clerical or Subordinate Cadre shall be on probation for a period of one year which shall be extendable by the Appointing Authority for a	(a) An employee directly appointed in Group 'B' or Group 'C' shall be on probation for a period of one year which may be extendable by the Appointing Authority for a period not exceeding six months.	Based on the recommendation of Thorat Committee.

	period not exceeding six months.		
	(b) An employee in subordinate Cadre promoted to a post in clerical cadre shall be on probation for a period of six months, which shall be extendable by the Appointing Authority for a period not exceeding three months.	(b) An employee in Group 'C' promoted to a post in Group 'B' shall be on probation for a period of six months, which shall be extendable by the Appointing Authority for a period not exceeding three months.	Based on the recommendation of Thorat Committee.
9	Confirmation	Confirmation	No change
(ii)	Where during the period of probation, including the period of extension of probation if any, the Appointing Authority is of the opinion that the officer or employee is not fit for confirmation in the said post (a) In the case of a directly appointed officer or employee his services may be terminated after giving one month's notice or pay in lieu thereof (b) In the case of an officer or employee promoted from the Bank's service he may be reverted to the post from which he was promoted.	Where during the period of probation, including the period of extended probation if any, the Appointing Authority is of the opinion that the officer or employee is not fit for confirmation in the said post (a) In the case of a directly appointed officer or employee his services may be terminated after giving one month's notice or pay in lieu thereof (b) In the case of an employee, promoted from Group 'B' to Group 'A' or from Group 'C' to Group 'B' , he may be reverted to the post from which he was promoted.	No major change.
10	Termination of Service by Notice	Termination of Service by Notice	No change
1(b)	The period of notice required shall be – (i) Three months in the case of an Officer and (ii) One month in the case of	The period of notice required shall be – (i) Three months in the case of confirmed Officer or confirmed employee (ii) One month in the case of	It is proposed on the lines of provision in public sector banks.

	an employee	<i>officer or employee who is on probation</i>	
2	Notwithstanding anything to the contrary contained in Sub-Regulation (1), an officer or employee against whom disciplinary proceedings are pending, shall not leave, discontinue or resign from his service in the Bank without the prior approval <i>in writing</i> of the Appointing Authority and any notice of resignation given by such officer or employee before or during the disciplinary proceedings shall not take effect unless it is accepted by the Competent Authority. Explanation Disciplinary proceedings shall be deemed to be pending against an officer or employee for the purpose of this Regulation if he has been placed under suspension or any notice has been issued to him to show cause why disciplinary proceedings should not be instituted against him until final orders are passed by the Competent Authority.	Notwithstanding anything to the contrary contained in Sub-Regulation (1), an officer or employee against whom disciplinary proceedings are <i>contemplated or</i> pending shall not leave, discontinue or resign from his service in the Bank without the prior approval of the Appointing Authority and any notice of resignation given by such officer or employee before or during the disciplinary proceedings shall not take effect unless it is accepted by the Competent Authority. Explanation Disciplinary proceedings shall be deemed to be <i>contemplated or</i> pending against an officer or employee for the purpose of this Regulation if he has been placed under suspension or any notice has been issued to him to show cause why disciplinary proceedings should not be instituted against him until final orders are passed by the Competent Authority.	To remove ambiguity in existing rules.
	CHAPTER – III	CHAPTER - III	No change
III.	<u>RECORD OF SERVICE, SENIORITY, PROMOTION AND REVERSION</u>	<u>RECORD OF SERVICE, SENIORITY, PROMOTION AND REVERSION</u>	No change
13 (i)	Seniority The Bank shall maintain separate seniority lists for each cadre of officer or employee and category-wise	Seniority The Bank shall maintain separate seniority lists for each cadre of officer or employee and category-wise seniority lists within a Cadre,	To remove ambiguity in the existing regulation.

	seniority lists within a Cadre, subject to the provisions of Sub-Regulations (3), (4), (5) and (6) and such instructions and guidelines as may be issued by the Board from time to time.	subject to the provisions of Sub-Regulations (iii), (iv), (v) and (vi) and such instructions and guidelines as may be issued by the Board from time to time.	
14	Promotion <i>All promotions shall be made at the discretion of the Bank and no officer or employee shall claim as a matter of right to be promoted to any post or cadre.</i> <i>Provided that</i> promotions of officers or employees in the Bank shall be made in accordance with the rules framed by the Central Government in terms of Section 29 of the Act.	Promotion <i>The promotions of officers or employees in the Bank shall be made in accordance with the rules framed by the Central Government in terms of Section 29 of the Act.</i>	Since separate rules for Appointment and Promotion are in force, hence it is proposed.
15	Reversion An officer or employee who has been appointed to officiate in a higher cadre or scale or where confirmation in a higher cadre or scale is subject to the undergoing probation for any specific period or otherwise shall be liable to be reverted without notice at any time where he is so officiating or undergoing probation.	<i>Omitted</i>	Since the probation in higher scale is removed from the existing provision, hence it is proposed.
	CHAPTER - IV	CHAPTER - IV	No change
IV.	<u>CONDUCT, DISCIPLINE AND APPEALS</u>	<u>CONDUCT, DISCIPLINE AND APPEALS</u>	No change
16 A (New)		<u><i>Duties of an officer in times of need</i></u> <i>In times of need it shall be the duty of every officer to carry out</i>	It is proposed on the lines of provision in public sector banks.

		<i>all such duties and actions as may be necessary to ensure the carrying out of the normal work of every day including securing access to the office premises / branch, documents and equipment and receipt handling, processing, movement and dispatch of documents and records, etc.</i>	
20	Contribution to Press, Radio etc No officer or employee shall contribute to the press or radio or television etc., anything relating to the affairs of the bank without the prior sanction of the Competent Authority or without such sanction make public or publish any document, paper or information which may come into his possession in his official capacity.	Contribution to Press, Radio etc. <i>1. No officer or employee shall except with the previous sanction of the Competent Authority, own wholly or in part or conduct or participate in the editing or management of any newspaper or any other periodical publication.</i> <i>2. No officer or employee shall except with the previous sanction of the Competent Authority or except in the bonafide discharge of his duties participate in radio broadcast, TV or any other electronic media or contribute any article or write any letter either in his own name or anonymously or in the name of any other person to any news paper or periodical or make public, or publish or cause to be published or pass on to others any document, paper or information which may come into his possession in his official capacity.</i> <i>3. No officer or employee shall make any audio/video/photo recordings of any official matter or publish or cause to publish any official matter without the prior permission of the Competent Authority.</i> <i>4. No officer or employee shall, except with the previous sanction</i>	To remove ambiguity in existing regulation.

		<i>of the Competent Authority, publish or cause to be published any book or any similar printed matter of which he is the author or not;</i> <i>Provided that no such sanction is required if such broadcast or contribution or publication is of purely literary, artistic, scientific, academic, cultural, educational or social character.</i>	
23	Absence from station An officer or employee shall not absent himself from his headquarters overnight without obtaining previous sanction from the Chairman, if he holds the charge of a Branch or the Officer-in-Charge or Branch Manager, in other cases.	Absence from station An officer or employee shall not absent himself from his headquarters overnight without obtaining previous sanction from i. the Regional Manager or General Manager, if he holds the charge of a Branch ii. the Officer-in-Charge or Branch Manager in other cases.	Based on the recommendations of Thorat Committee.
27	Movable, immovable and valuable property	Movable, immovable and valuable property	No change
(3)	No officer shall except with the prior intimation to the Competent Authority acquire or dispose of any immovable property by lease, mortgage, purchase, sale, gift or otherwise either in his own name or in the name of any member of his family Provided that the previous sanction of the Competent Authority shall be obtained by the officer if any such transaction is (a) with a person having official dealings with the	No officer shall except with the prior intimation to the Competent Authority acquire or dispose of any immovable property by lease, mortgage, purchase, sale, gift or otherwise either in his own name or in the name of any dependent member of his family Provided that the previous sanction of the Competent Authority shall be obtained by the officer if any such transaction is (a) with a person having official dealings with the officer	No major change.

	officer (b) otherwise than through a regular or reputed dealer.	Or (b) otherwise than through a regular or reputed dealer.	
(4)	Every officer shall report to the Competent Authority every transaction concerning movable property owned or held by him either in his name or in the name of a member of his family if the value of such a property exceeds Rs.10,000/- Provided that the previous sanction of the Competent Authority shall be obtained if any such transaction is: (a) with a person having official dealings with the officer or (b) otherwise than through a regular or reputed dealer.	Every officer shall report to the Competent Authority every transaction concerning movable property owned or held by him either in his name or in the name of any dependent member of his family if the value of such a property exceeds Rs.25,000/- . Provided that the previous sanction of the Competent Authority shall be obtained if any such transaction is: (a) with a person having official dealings with the officer or (b) otherwise than through a regular or reputed dealer.	It is proposed on the lines of provision in public sector banks.
29	Officer or Employee arrested for debt or on criminal charge	Officer or Employee arrested for debt or on criminal charge	No change
(1)	An officer or employee who is arrested for debt or on a criminal charge or detained in pursuance of any process of law, may, if so directed by the competent Authority, be treated as being or having been under suspension from the date of his arrest, or as the case may be, of his detention, upto such date or during such period as the Competent Authority may direct. Provided that in respect of the period in regard to which he is so treated he shall be paid subsistence allowance as specified in Regulation	An officer or employee who is arrested for debt or on a criminal charge or detained in pursuance of any process of law, may, if so directed by the competent Authority, be treated as being or having been under suspension from the date of his arrest, or as the case may be, of his detention, upto such date or during such period as the Competent Authority may direct. Provided that in respect of the period in regard to which he is so treated he shall be paid subsistence allowance as specified in Regulation 45 .	To remove ambiguity in existing regulation.

	44.		
38	Penalties	Penalties	No change
	Without prejudice to foregoing Regulations of this Chapter an officer or employee who commits a breach of these Regulations or who displays negligence, inefficiency or indolence or who commits acts detrimental to the interests of the Bank or in conflict with its instructions, or who commits a breach of discipline or is guilty of any other acts of misconduct, shall be liable for any one or more penalties as prescribed hereinafter	Without prejudice to foregoing Regulations of this Chapter an officer or employee who commits a breach of these Regulations or who displays negligence, inefficiency or indolence or who commits acts detrimental to the interests of the Bank or in conflict with its instructions, or who commits a breach of discipline or is guilty of any other acts of misconduct, shall be liable for any one or more penalties as prescribed hereinafter	No change
I	Officers	Officers	No change
(a)	<i>Minor Penalties</i>	<i>Minor Penalties</i>	No change
	i). Censure ii). Withholding or stoppage of increments of pay with or without cumulative effect iii). Withholding of promotion	i) Censure ii) Withholding or stoppage of increments of pay without cumulative effect. iii) Withholding of promotion. iv) Recovery from emoluments or such other amounts as may be due to him, of the whole or part or any pecuniary loss caused to the Bank by negligence or breach of orders v) Reduction to a lower stage in time scale of pay for a period not exceeding 2 years without cumulative effect.	No major change
(b)	<i>Major Penalties</i>	<i>Major Penalties</i>	No change
	i). Recovery from emoluments or such other amounts as may be due to	i. Save as provided for in (a) (v) above, reduction to a lower	No major change.

	him, of the whole or any pecuniary loss caused to the Bank by negligence or breach of orders. ii). Reduction to a lower grade or post, or to a lower scale in a time scale. iii). Compulsory retirement. iv). Removal from service which shall not be a disqualification for future employment. v). Dismissal	<i>stage in time scale of pay for a specified period with further directions as to whether or not the officer will earn increments of pay during the period of such reduction and whether on expiry of such period the reduction will or will not have the effect of postponing the future increments of his pay.</i> ii). Reduction to a lower grade or post. iii). Compulsory retirement. iv). Removal from service which shall not be a disqualification for future employment. v). Dismissal	
II	<u>Employees</u>	<u>Employees</u>	No change
(a)	<u>Penalties for minor misconduct</u>	<u>Minor Penalties</u>	No major change
(b)	<u>Penalties for major misconduct</u>	<u>Major Penalties</u>	No major change
40	Delegation of power to enquire The enquiry under Regulation 38 and the procedure with the exception of final order may be delegated by the competent Authority to an officer who is senior to the officer against whom the proceedings are instituted and in the case of an employee to any officer. Provided that the Competent Authority may, in his discretion, nominate any	Delegation of power to enquire The enquiry under Regulation 38 and the procedure with the exception of final order may be delegated by the Competent Authority to any officer who is in a Scale higher to the officer against whom the proceedings are instituted and in the case of an employee to any officer in Group 'A'. Provided that the Competent Authority may, in his discretion,	No major change

	Officer working in the Bank, including those deputed from other institutions, to conduct the enquiry.	nominate any Officer working in the Bank, including those deputed from other institutions or any public servant who is in a higher Scale to the officer or employee against whom the proceedings are instituted , to conduct the enquiry.	
45 A (New)		<i>Recoveries from subsistence allowance</i> <i>All compulsory deductions and all instalments towards repayment of unsecured loans and advances given by the Bank be recovered from the subsistence allowance payable to officer and employee.</i>	It is proposed on the lines of provision in public sector banks.
	CHAPTER – VI	CHAPTER - VI	No change
VI	<u>LEAVE AND JOINING TIME</u>	<u>LEAVE AND JOINING TIME</u>	No change
53	Kinds of leave Subject to the provisions of these Regulations an officer or employee may be eligible for the following kinds of leave (a) Casual Leave (b) Privilege Leave (c) Sick Leave (d) Extra-ordinary Leave (e) Special Casual Leave and Special Leave (f) Maternity Leave	Kinds of leave Subject to the provisions of these Regulations an officer or employee may be eligible for the following kinds of leave (a) Casual Leave (b) Privilege Leave (c) Sick Leave (d) Extra-ordinary Leave (e) Special Casual Leave and Special Leave (f) Maternity Leave <i>(g)Paternity Leave</i>	Existing instruction of the GoI is incorporated.
54	Authorities empowered to grant leave The power to grant leave shall vest in the Competent Authority.	Authorities empowered to grant leave <i>Leave shall be sanctioned by the Competent Authority or any other officer authorized by him.</i>	No major change.
58	Casual leave	Casual leave	No change
(4)	Casual leave may not be granted in combination with any other kind of leave except as provided under sub-regulation (3)(a) above, special casual leave under	Casual leave may not be granted in combination with any other kind of leave except as provided under sub-regulation (3)(a) above, special casual leave under Regulation 62, <i>maternity leave</i>	Existing instruction of the GoI is incorporated.

	Regulation 62 and maternity leave under Regulation 63.	<i>under Regulation 63 and Paternity Leave under Regulation 63A.</i>	
60	Sick leave	Sick leave	No change
(1)	The sick leave/medical leave account of every officer or employee shall be credited with medical leave in advance, in two instalments of <i>ten</i> days each on the first day of January and July of every calendar year.	The sick leave/medical leave account of every officer or employee shall be credited with medical leave in advance, in two instalments of <i>fifteen</i> days each on the first day of January and July of every calendar year.	Consequential changes based on existing instruction of the GoI.
(2)	(a) The leave shall be credited to the said leave account at the rate of 5/3 days for each completed calendar month of service, which he is likely to render, in the sick leave / medical leave of the calendar year in which he is appointed.	(a) The leave shall be credited to the said leave account at the rate of 5/2 days for each completed calendar month of service, which he is likely to render, in the sick leave / medical leave of the calendar year in which he is appointed.	Consequential changes based on existing instruction of the GoI.
	(b) The credit for the sick leave/medical leave in which an officer or employee is due to retire or resign from the service shall be allowed at the rate of 5/3 days per completed calendar month up to the date of retirement or resignation.	(b) The credit for the sick leave/medical leave in which an officer or employee is due to retire or resign from the service shall be allowed at the rate of 5/2 days per completed calendar month up to the date of retirement or resignation.	Consequential changes based on existing instruction of the GoI.
	(c) When an officer or employee is removed or dismissed from service or dies while in service, credit of sick leave/medical leave shall be allowed at the rate of 5/3 days per completed calendar month up to the end of the calendar month preceding the calendar month in which he is removed or dismissed from service or dies in service.	(c) When an officer or employee is removed or dismissed from service or dies while in service, credit of sick leave/medical leave shall be allowed at the rate of 5/2 days per completed calendar month up to the end of the calendar month preceding the calendar month in which he is removed or dismissed from service or dies in service.	Consequential changes based on existing instruction of the GoI.
	Explanation : 2. From the appointed date	Explanation : <i>2. From the appointed date an</i>	Existing instruction of the GoI is incorporated.

	an officer or employee shall be eligible for 20 days of sick/medical leave for each completed year of service.	<i>officer or employee shall be eligible for 30 days of sick/medical leave for each completed year of service subject to a maximum of 18 month during the entire service. Such leave can be accumulated up to 540 days during the entire service and may be availed of only on production of medical certificate by a medical practitioner acceptable to the bank or at the bank's discretion nominated by it at its cost. Further an Officer or an Employee who has completed 24 years of service shall be eligible for 30 days additional sick leave for each completed year of service subject to a maximum of 90 days.</i>	
63	Maternity leave (i) Leave upto a period of three months at a time may be granted by way of maternity leave including in respect of post natal period or at the time of miscarriage or abortion, so however, that not more than 12 months of such leave shall be available during the entire period of service of a female officer or employee.	Maternity leave (i) Leave upto a period of six months at a time may be granted by way of maternity leave including in respect of post natal period or at the time of miscarriage or abortion, or medical terminal of pregnancy , so however, that not more than 12 months of such leave shall be available during the entire period of service of a female officer or employee.	Existing instruction of the GoI is incorporated.
63 A (New)		Paternity Leave <i>A male officer or employee with less than two surviving children shall be eligible for paternity leave for 15 days at a time during the confinement of his wife for child birth. Such leave shall be available twice in the entire period of service of a male officer or employee.</i>	Existing instruction of the GoI is incorporated.
67 (7 A)	Joining time	No joining time shall be admissible to an officer or employee when the transfer is	It is proposed on the lines of existing

(New)		within the same Panchayat/ Municipality/ Urban Agglomeration/ Municipal Corporation/ Town/ City.	provision of GoI.
	CHAPTER - VII	CHAPTER - VII	No change
VII	11. <u>MISCELLANEOUS</u>	12. <u>MISCELLANEOUS</u>	No change
70(1)	Every officer or employee shall on his appointment declare his domicile in writing to the Bank in Form B in Schedule III and if such domicile is not his place of birth he must establish the same to the satisfaction of the Appointing Authority	Every officer or employee shall on his appointment declare his domicile in writing to the Bank in Schedule III and if such domicile is not his place of birth he must establish the same to the satisfaction of the Appointing Authority	To remove ambiguity in existing regulation.
71	13. <i>Transferability</i> Every officer or employee is liable for transfer to any office or branch of the Bank.	14. <i>Transferability</i> (1) Every officer or employee is liable for transfer to any office or branch of the Bank 2. <i>Notwithstanding anything contained in these Regulations, an officer appointed in scale IV or scale V shall be liable to be transferred to any Regional Rural Bank sponsored by the Sponsor Bank with prior approval of the Sponsor Bank.</i>	As per the recommendation of Thorat Committee in para 4.8 and as approved by the GoI.
71 A (New)		<i>Lending of services of an officer or employee to other organization</i> <i>The services of an officer or employee of the bank may be lent to other organization subject to such terms and conditions and for such duration as may be approved by the Board.</i> <i>Provided that the services of an officer or employee may not be lent to other organization against his will. This proviso shall not be applicable in case of lending of an officer or employee to the Regional Rural Bank sponsored</i>	To remove ambiguity in existing regulation.

		<i>by the Sponsor Bank.</i>	
Schedule II	CARE : (To be on the lines of GOI Rules) <i>(iii) That I have entered into or contracted a marriage with a person having a spouse living. Application for grant of exemption is enclosed</i> <i>(iv) to be modified</i>	<i>Omitted</i> <i>(iii) That I have entered into or contracted a marriage with a person having a spouse living. I may be granted exemption on the basis of ground given below. Application for grant of exemption is enclosed.</i> <i>Ground:</i> <i>(iv) Omitted</i>	To remove ambiguity in existing regulation.
Schedule III	15. Form B	<i>Omitted</i>	To remove ambiguity in existing regulation.

ANNEXURE – II

Proposed Regional Rural Banks (Appointment and Promotion of Officers and Other Employees) Rules, 2009

Rule No.	Existing Rules	Proposed Rules	Remarks
1	Short title and commencement – (1) These Rules may be called the Regional Rural Banks (Appointment and Promotion of Officers and Other Employees) Rules 1998. (2) They shall come into force on the date of their publication in the Official Gazette.	Short title and commencement – (1) These Rules may be called the Regional Rural Banks (Appointment and Promotion of Officers and Other Employees) Rules, 2009. (2) They shall come into force on the date of their publication in the Official Gazette.	No change, except these will be called Regional Rural Banks (Appointment and Promotions of Officers and Other Employees) Rules, 2009
2.	<i>Definitions</i> In these rules, unless the context otherwise requires :-	<i>Definitions</i> In these rules, unless the context otherwise requires :-	No Change
	a) "Act" means the Regional Rural Banks Act, 1976 (21 of 1976)	a) "Act" means the Regional Rural Banks Act, 1976 (21 of 1976)	No Change
	b) “Banking Services Recruitment Board” means any one of the recruitment Boards constituted by any of the public sector banks in collaboration amongst themselves for the purpose of selection of candidates for appointment to various posts in the said banks and any reference to a Banking Services Recruitment Board in these rules shall mean the Banking Services Recruitment Board having jurisdiction for the time being over the region concerned.		Since BSRB has been abolished in 2000, hence it has been deleted

	Explanations – In these rules “Public Sector Banks” shall have the same meaning as is assigned to it under para (i) of section 2 of the Banking Services Commission Act, 1984 (44 of 1984)		
	c) "Committee" means the Staff Selection Committee constituted by the Board under rule 11 of these rules.	b) "Committee" means the Committee constituted by the Board under rule 11 of these rules	Words “ Staff Selection ” has been deleted to avoid ambiguity.
	d) "Regional Rural Bank (Staff) Service Regulation means the Staff Service Regulations for the time being in force in the Regional Rural Banks made under Section 30 of the Act.	c) "Regional Rural Bank (Officer and Employee) Service Regulations means the Service Regulations framed under Section 30 of the Act	Since the recruitment rules will be common for officers and employees, hence the proposed change
	e) “Schedule” means any one of the Schedules to these rules.	d) “Schedule” means any one of the Schedules to these rules.	No change
	f) "Sponsor Bank" in relation to Regional Rural Bank specified in column(2) of the Second Schedule means ii. 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.	e) "Sponsor Bank" in relation to Regional Rural Bank specified in column(2) of the Second Schedule means iv. 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.	No change
	g) All other words and expression used in these Rules and not defined but defined in the Act shall have the meanings respectively assigned to them in the Act.	f) All other words and expression used in these rules and not defined but defined in the Act shall have the meanings respectively assigned to them in the Act.	
3.	Category of Posts :	Category of Posts :	No Change

	(1) The post of officers and other employees in each Regional Rural Bank shall be classified as <i>follows:</i> <i>(a) Group “A”</i> <i>(b) Group “B”</i> <i>(c) Group “C”</i> <i>(2) Group “A”, Group “B” and Group “C” shall consist of offices and other employees of each Regional Rural Banks specified in the First Schedule to these rules.</i>	(1) The post of officers and other employees in each Regional Rural Bank shall be classified as <i>follows:</i> <i>(a) Group “A”</i> <i>(b) Group “B”</i> <i>(c) Group “C”</i> <i>(2) Group “A”, Group “B” and Group “C” shall consist of offices and other employees of each Regional Rural Banks specified in the First Schedule to these rules</i>	
4.	Creation of Posts The Board of Directors of each Regional Rural Bank may, in consultation with its sponsor bank, create such number of posts as are specified in the First Schedule to these Rules from time to time.	Creation of vacancies The Board of a Regional Rural Bank 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.	It is proposed to simplify the procedure.
5.	Vacancies The Board, may, in consultation with its Sponsor Bank, determine the number of vacancies in each category of posts to be filled keeping in view, the Guidelines issued by Central Government from time to time.	Vacancies The Board may determine the number of vacancies in each category of posts to be filled by recruitment or promotion keeping in view, the Guidelines approved by Central Government from time to time.	To empower the Board and to minimize the delay to fill the posts.
6.	Filling up of vacancies: 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 of these rules.	Filling up of vacancies: (a) 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	No Change

		and Third Schedule to these rules. (b) 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 Regional Manager or General Manager as per the decision of the Sponsor Bank.	Based on the recommendation of Thorat Committee in para No.4.8 and as approved by the GoI.
7.	Appointing Authority : The Chairman <i>of each Regional Rural Bank</i> shall be the Appointing Authority in respect <i>of all posts in the bank</i> : <i>Provided that the General Manager of each Regional Rural Bank ,if so authorized by the Board of that Regional Rural Bank, shall be the Appointing Authority in respect of all posts classified under Group “B” and “C” in such bank.</i>	Appointing Authority : The Chairman shall be the Appointing Authority in respect <i>of officers and the General Manager shall be the appointing authority in respect of employee, if so authorized by the Board.</i> <i>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.</i>	This is as per the recommendations of the Thorat Committee in para 4.5(b), and approved by the Government of India.
8	Direct recruitment The vacancies of officers and other 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.	Direct recruitment The vacancies of officers and other 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.	No Change
9	Agency for Direct Recruitment (1)The selection of candidates by direct recruitment to the posts of officers and employees other than	Agency for Direct Recruitment (1) Written examination for the selection of the candidates by direct recruitment to the posts	Due to the change of nomenclature of the posts and

	those of messenger, messenger-cum-sweeper, driver, driver-cum-messenger, full time or part time messenger-cum-sweeper shall be entrusted to Banking Service Recruitment Board. (2) The Banking Service Recruitment Boards shall follow the procedure laid down under rule 8.	of officers and employees other than those of Group ‘C’ employees shall be entrusted to Institute of Banking Personnel Selection or any other agency approved by the Sponsor Bank. (2) The Institute of Banking Personnel Selection or approved Agency shall follow the procedure as laid down under rule 8 and forward the list of candidates qualified in the written examination to the Regional Rural Bank concerned.	abolition of BSRB, hence the proposed changes.
10	Recruitment to the posts of messenger, messenger-cum-sweeper, driver, driver-cum-messenger and security guard (1) The posts of messenger, messenger-cum-sweeper (full or part time), driver, driver-cum-messenger, security guard shall be filled in by the Committee of the Regional Rural Banks after making a reference to the Employment Exchange, Sainik Board or other agencies categorizing to the welfare of Schedule Castes/ Scheduled Tribes, Physically Handicapped Persons (or other category of persons) as are recognized by the Central Government or the State Government having jurisdiction over the Regional Rural Bank filling the posts: 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.	Recruitment to the posts of Group ‘C’ (1) 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 Schedule Castes/Scheduled Tribes, Physically Handicapped Persons (or other category of persons) as are recognized by the Central Government or the State Government having jurisdiction over the Regional Rural Bank filling the posts. Provided that preference shall be given to candidates belonging to Scheduled Castes and Scheduled Tribes in accordance with the instructions or guidelines	Due to the change of nomenclature of the posts, hence the proposed changes.

		issued by the Central Government.	
	(2) No candidate other than those sponsored by the Employment Exchange, Sainik Board or other agencies referred to in sub-rule (1) above shall be called for interview.	(2) No candidate other than those sponsored by the Employment Exchange, Sainik Board or other agencies referred to in sub-rule (1) above shall be called for interview.	
11	Constitution of Committee (1) 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 selecting candidates for recruitment or promotion to the posts referred to in the Third Schedule. (2) The Committee shall function for such period as may be determined by the Board. The Committee shall select 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. The Committee shall, after selection of candidates under sub rule (3), recommend to the Board the candidates selected by it for consideration for recruitment or promotion as the case may be, to the posts mentioned in the Third Schedule.	Constitution of Committee (1) 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 recruitment or promotion to the posts referred to in the Third Schedule. (2) The Committees shall function for such period as may be determined by the Board. (3) 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	The role of the Committee is to recommend the candidates to the appointing authorities for appointment to the respective posts.
12.	Reservation : There shall be reservation of posts for the Scheduled Castes,	Reservation : There shall be reservation of posts for the Scheduled Castes,	To make it more explicit and to

	Scheduled Tribes, other backward classes and other categories of persons in such proportion as may be specified by the Central Government from time to time.	Scheduled Tribes, other backward classes and other categories of persons in such proportion as may be specified by the Central Government from time to time. <i>As regards reservation in promotion, there shall be reservation or relaxation as the case may be for Scheduled Castes and Scheduled Tribes in such proportion as may be specified by the Central Government from time to time.</i>	safeguard the interests of SC/ST.
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FIRST SCHEDULE

(See Rule 3)

CATEGORY OF POSTS IN REGIONAL RURAL BANK

Sl.No.	Description of posts	Classification
1	2	3
1.	Senior Management (Scale V Officer)	Group “A”
2.	Senior Management (Scale IV Officer)	Group “A”
3.	Middle Management (Scale III Officer)	Group “A”
4.	Middle Management (Scale II Officer)	Group “A”
5.	Junior Management (Scale I Officer)	Group “A”
6.	Office Assistant (Multipurpose)	Group “B”
7.	Office Attendant (Multipurpose)	Group “C”

SECOND SCHEDULE

[See Rule -2 (e)]

Sl.No.	Name of the Regional Rural Bank	Sponsor Bank	State
1	2	3	4
1	Andhra Pradesh Grameena Vikas Bank	State Bank of India	Andhra Pradesh
2	Andhra Pragathi Grameena Bank	Syndicate Bank	Andhra Pradesh
3	Chaitanya Godavari Grameena Bank	Andhra Bank	Andhra Pradesh
4	Deccan Grameena Bank	State Bank of Hyderabad	Andhra Pradesh
5	Saptagiri Grameena Bank	Indian Bank	Andhra Pradesh
6	Arunachal Pradesh Rural Bank	State Bank of India	Arunachal Pradesh
7	Assam Gramin Vikash Gramin Bank	United Bank of India	Assam
8	Langpi Dehangi Gramin Bank	State Bank of India	Assam
9	Bihar Kshetriya Gramin Bank	UCO Bank	Bihar
10	Madhya Bihar Gramin Bank	Punjab National Bank	Bihar
11	Samastipur Kshetriya Gramin Bank	State Bank of India	Bihar
12	Uttar Bihar Gramin Bank	Central Bank of India	Bihar
13	Chhattisgarh Gramin Bank	State Bank of India	Chhattisgarh
14	Durg Rajnandgaon Gramin Bank	Dena Bank	Chhattisgarh

15	Surguja Kshetriya Gramin Bank	Central Bank of India	Chhattisgarh
16	Baroda Gujarat Gramin Bank	Bank of Baroda	Gujarat
17	Dena Gujarat Gramin Bank	Dena Bank	Gujarat
18	Saurashtra Gramin Bank	State Bank of Saurashtra	Gujarat
19	Haryana Gramin Bank	Punjab National Bank	Haryana
20	Gurgaon Gramin Bank	Syndicate Bank	Haryana
21	Himachal Gramin Bank	Punjab National Bank	Himachal Pradesh
22	Parvatiya Gramin Bank	State Bank of India	Himachal Pradesh
23	Ellaqui Dehati Bank	State Bank of India	Jammu & Kashmir
24	Jammu Rural Bank	Jammu & Kashmir Bank Ltd.	Jammu & Kashmir
25	Kamraz Rural Bank	Jammu & Kashmir Bank Ltd.	Jammu & Kashmir
26	Jharkhand Gramin Bank	Bank of India	Jharkhand
27	Vananchal Gramin Bank	State Bank of India	Jharkhand
28	Cauvery Kalpatharu Grameena Bank	State Bank of Mysore	Karnataka
29	Chickmangalur Kodagu Gramin Bank	Corporation Bank	Karnataka
30	Karnataka Vikas Grameena Bank	Syndicate Bank	Karnataka
31	Krishna Grameena Bank	State Bank of India	Karnataka

32	Pragathi Gramin Bank	Canara Bank	Karnataka
33	Visveshwaraya Gramin Bank	Vijaya Bank	Karnataka
34	North Malabar Gramin Bank	Syndicate Bank	Kerala
35	South Malabar Gramin Bank	Canara Bank	Kerala
36	Jhabua Dhar Gramin Bank	Bank of Baroda	Madhya Pradesh
37	Madhya Bharath Gramin Bank	State Bank of India	Madhya Pradesh
38	Mahakaushal Gramin Bank	UCO Bank	Madhya Pradesh
39	Narmada Malwa Gramin Bank	Bank of India	Madhya Pradesh
40	Rewa-Siddhi Gramin Bank	Union Bank of India	Madhya Pradesh
41	Satpura Narmada Kshetriya Gramin Bank	Central Bank of India	Madhya Pradesh
42	Sharda Gramin Bank	Allahabad Bank	Madhya Pradesh
43	Vidishal Bhopal Gramin Bank	State Bank of Indore	Madhya Pradesh
44	Maharashtra Godavari Gramin Bank	Bank of Maharashtra	Maharashtra
45	Marathwada Gramin Bank	Bank of Maharashtra	Maharashtra
46	Vidharbha Kshetriya Gramin Bank	Central Bank of India	Maharashtra
47	Wainganga Krishna Gramin Bank	Bank of India	Maharashtra
48	Manipur Rural Bank	United Bank of India	Manipur
49	Meghalaya Rural Bank	State Bank of India	Meghalaya
50	Mizoram Rural Bank	State Bank of India	Mizoram

51	Nagaland Rural Bank	State Bank of India	Nagaland
52	Baitarani Gramin Bank	Bank of India	Orissa
53	Kalinga Gramya Bank	UCO Bank	Orissa
54	Neelachal gramya bank	Indian Overseas Bank	Orissa
55	Rushikulya Gramin Bank	Andhra Bank	Orissa
56	Utkal Gramya Bank	State Bank of India	Orissa
57	Faridkot Bhatinda KGB	Punjab and Sind Bank	Punjab
58	Malwa Gramin Bank	State Bank of Patiala	Punjab
59	Punjab Gramin Bank	Punjab National Bank	Punjab
60	Baroda Rajasthan Gramin Bank	Bank of Baroda	Rajasthan
61	Hadoti Kshetriya Gramin Bank	Central Bank of India	Rajasthan
62	Jaipur Thar Gramin Bank	UCO Bank	Rajasthan
63	Marwar Sriganganagar Bikaner Gramin Bank(MGB)	State Bank of Bikaner and Jaipur	Rajasthan
64	Mewar Anchalik Gramin Bank	Bank of Rajasthan	Rajasthan
65	Rajasthan Gramin Bank	Punjab National Bank	Rajasthan
66	Pallavan Grama Bank	Indian Bank	Tamil Nadu
67	Pandyan Gramin Bank	Indian Overseas Bank	Tamil Nadu

68	Puduvai Bharathiyar Gramin Bank	Indian Bank	Tamil Nadu
69	Tripura Gramin Bank	United Bank of India	Tripura
70	Aryavart Gramin Bank	Bank of India	Uttar Pradesh
71	Ballia Kshetriya Gramin Bank	Central Bank of India	Uttar Pradesh
72	Baroda Uttar Pradesh Gramin Bank	Bank of Baroda	Uttar Pradesh
73	Etawah Kshetriya Gramin Bank	Central Bank of India	Uttar Pradesh
74	Kashi Gomti Samyut Gramin Bank	Union Bank of India	Uttar Pradesh
75	Kshetriya Kisan Gramin Bank	U.P.S.C.B	Uttar Pradesh
76	Lucknow Kshetriya Gramin Bank	Allahabad Bank	Uttar Pradesh
77	Prathma Bank	Syndicate Bank	Uttar Pradesh
78	Purvanchal Gramin Bank	State Bank of India	Uttar Pradesh
79	Sarva UP Gramin Bank	Punjab National Bank	Uttar Pradesh
80	Shreyas Gramin Bank	Canara Bank	Uttar Pradesh
81	Triveni Kshetriya Gramin Bank	Allahabad Bank	Uttar Pradesh
82	Nainital Almora Kshetriya Gramin Bank	Bank of Baroda	Uttaranchal
83	Uttaranchal Gramin Bank	State Bank of India	Uttaranchal
84	Bangiya GB	United Bank of India	West Bengal
85	Paschim Banga GB	Uco Bank	West Bengal
86	Uttar Banga Kshetriya Gramin Bank	Central Bank of India	West Bengal

THIRD SCHEDULE

(See Rule 5)

Appointment to different categories of officers and other employees to Group “A”, “B” and “C” posts whether by direct recruitment or by promotion/deputation shall be effected as follows:

Part I - Group “A”

Recruitment and Promotion

1. Officer Junior Management (Scale I)

a)	Name of the Post	Officer Junior Management (Scale I)	Remarks
b)	Classification	Group "A"	No Change
c)	Mode of appointment	50% by Direct Recruitment and 50% by promotion	No Change
(A) For Direct Recruitment			
i)	Age	Above 18 years but below 28 years (relaxation of age in case of Schedule Caste/Schedule Tribes candidates or candidates belonging to other Reserved categories in accordance with the instructions/orders issued by the Central Government in this regard from time to time)	Maximum age is raised from 26 to 28 years in line with the recruitment in banking sector.
ii)	Minimum Qualification and Eligibility	i) Bachelor degree of a recognized 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 and accountancy. ii) Computer knowledge/awareness will be an added qualification iii) Proficiency in local language.	No major change Based on the recommendations of Thorat Committee.

iii)	Selection process	The Selection shall be made on the basis of written test and interview as under: Written Test : 70 marks Interview : 30 marks Total Marks: 100 Marks The written test will be conducted by the Institute of Banking Personnel Selection or any other agency approved by the Sponsor Bank. 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 minimum 40% marks in the written test shall qualify for interview. In the case of candidates belonging to SC/ST categories, the minimum marks in the written test shall be 35% to qualify for interview. All those candidates who have secured minimum qualifying marks stipulated for written examination, in the order of merit, shall be called for interview upto the ratio of 1:3 . 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.	The existing rules provided recruitment through BSRB on the basis of written test and interview. Since BSRB has been abolished in 2000, hence the specific provision has been made.
iv)	Preparation of Merit list	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 Caste, Scheduled Tribe and Other Backward Categories, separately. The number of selected candidates to be empanelled for recruitment shall be equal to the number of notified vacancies. In addition thereto, a panel of selected candidates upto 20% of the notified vacancies in respect of General Category and 25% in respect of the	As above

		Scheduled Caste, Scheduled Tribe and Other Backward Categories with a minimum of 2 candidates in each category shall be drawn up to meet exigencies.	
(B) For Promotion			
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 hereinafter.	As per the recommendations of Thorat Committee in para 4.6 and approved by GOI.
ii)	Eligibility	Promotion shall be made from amongst the employees holding, on full time and regular basis the post of Office Assistant (Multipurpose) Normal Channel: Office Assistant (Multipurpose) for a period of 10 years. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st 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 eligible to such of the candidates who have passed JAIIB of IIBF and one more year in case of such candidates who have passed CAIIB of IIBF. provided that no employee shall be considered for promotion unless he has been confirmed in the feeder grade post. 16. <u>Zone of consideration</u> 3 times the number of vacancies including repeaters. Explanation No.1 : Vacancies under Normal Channel shall be filled after filling the vacancies under Fast Track Channel. 2. The Officers/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	As above

		channels. Fast Track Channel: Graduate Office Assistant (Multipurpose) with 06 years of service. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st 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 eligible to such of the candidates who have passed JAIIB of IIBF and one more year in case of such candidates who have passed CAIIB of IIBF. provided that no employee shall be considered for promotion unless he has been confirmed in the feeder grade post. 17. <u>Zone of consideration</u> All eligible employees.	
iii)	Selection Process	The selection shall be on the basis of performance in the written test, interview and last four years performance appraisal reports as per the division of marks given below: Written Test : 50 Marks Interview : 30 Marks Performance Appraisal Report : 20 Marks Total Marks : 100 Marks The candidates shall be required to appear in a written test comprising test in General English or Hindi and General Banking knowledge. 60 marks allotted to written test shall be further divided as under :- I. General English or Hindi – 20 marks II. General Banking knowledge – 30 marks Total marks - 50 marks	The existing criteria for promotion was as under: Written Test :70 marks Interview : 20 marks Performance Appraisal Report : 10 marks The performance appraisal report is proposed to be awarded 20 marks to give due weightage to performance in the feeding grade.
iv)	Preparation of	18. <u>Normal Channel</u>	To remove ambiguity in the existing rules.

	Merit List	Lists of successful candidates for promotion shall be prepared on the basis of ranking accorded to them in the combined performance of written test, interview and performance appraisal reports for General, Scheduled Caste, Scheduled Tribe and Other Backward Categories, separately. There shall be a minimum cut off mark of 50% in aggregate of written test, interview and performance appraisal reports. The number of selected candidates to be empanelled for promotion shall be equal to the number of notified vacancies in the order of seniority in the Office Assistant (Multipurpose) from among the candidates who secure the minimum cut off marks. In addition thereto, a panel of selected candidates upto 20% of the notified vacancies in respect of General Category and 25% in respect of the Scheduled Caste, Scheduled Tribe and Other Backward Categories with a minimum of 2 candidates for each category shall be drawn up to meet exigencies. 19. 20. <u>Fast Track Channel</u> 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 for General, Scheduled Caste, Scheduled Tribe and Other Backward Categories, separately. There shall be no minimum qualifying marks in the written test and interview. 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. The vacancies under this channel, which remain unfilled for, want of non-selection of adequate number of candidates shall lapse and	
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		shall be finally 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.	No change.
e)	Composition of the Committee for Interview	The Committee shall consist the following persons, namely :- 1) The Chairman of the Regional Rural Bank concerned - Chairman 2) A Director nominated by the Sponsor Bank - Member 3) Director nominated by the National Bank - Member NOTE: 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.	No Change
f)	Validity of the panel for direct recruitment and for promotion	The panel shall be valid for a period of one year, extendable for a period of six months.	To remove ambiguity in the existing rules.

2. Officer Middle Management (Scale II)

a)	Name of the Post	Officer Middle Management (Scale II)	Remarks
b)	Classification	Group "A"	No change
c)	Mode of appointment	25% by direct recruitment of which 10% from Specialist and 75% by promotion.	As per Thorat Committee recommendations 4.5.2 as modified by the GOI.
A) For Direct Recruitment			
i)	Age	Above 21 years but below 35 years (relaxation of age in case of Schedule Caste/Schedule Tribes candidates or candidates belonging to other Reserved categories in accordance with the instructions/orders issued by the Central Government in this regard from time to time)	It is on the lines of the recruitment of the specialist officers in public sector banks.
ii)	Minimum Qualification & Eligibility	I) Information Technology Degree from a recognized University in Electronics / Communication / Computer Science / Information Technology or its equivalent with a minimum of 50% marks in aggregate. i) Desirable Experience : Certificate in ASP, PHP, C++, Java, VB, VC, OCP etc. Experience : 1 year II) Chartered Accountants Candidate should be a Chartered Accountant. i) Desirable Experience : Minimum 1 year experience in Assets, Liability Management in Banks / Financial Institutions. Banking Experience in Corporate Credit and Investment Products Minimum 1 year experience in Accounts / Taxation / US / Gap / Statutory Audit area in	<i>These are the essential qualifications for recruitment in the various disciplines in the specialist cadres.</i>

		reputed organizations III) Law Officer Degree from a recognized University in Law or its equivalent with a minimum of 50% marks in aggregate. Experience : 2 years as an advocate or should have worked as Law Officer in Banks / Financial Institutions for a period not less than 2 years IV) Treasury Manager Candidate should be a Chartered Accountant or 1st class MBA in Finance from a reputed Institute Experience :1 year V) Marketing Officer MBA in Marketing from any Institute of repute Desirable Experience : Should have at least 1 year experience in marketing of products in Banks / Financial Institutions or reputed organizations VII) Agricultural Officer Degree from a recognized 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. Experience : 2 years VII) General Banking Officer Degree from a recognized 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 cooperation, Information Technology, Management, Law and accountancy. Experience: 2 years experience as an officer in Bank or Financial Institution.	
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iii)	<i>Selection Process</i>	The selection of the candidates shall be on the basis of written test and interview. The written test shall be conducted through Institute of Banking Personnel Selection or any other agency approved by the Sponsor Bank. Those candidates who have secured minimum qualifying marks of 40% marks in the written test shall be called for interview in the order of their performance in the written test in the ratio of 1:3.	As per Thorat Committee recommendations
iv)	<i>Preparation of Merit list</i>	The list of successful candidates for appointment to Officer Middle Management (Scale II) shall be made on the basis of their combined performance of written test and interview for General, Scheduled Caste, Scheduled Tribe and other Backward categories, separately. The number of selected candidates to be empanelled for recruitment shall be equal to the number of notified vacancies, provided that in addition to those, a panel of selected candidates upto 20% of the notified vacancies in respect of General Category and 25% in respect of the Scheduled Caste, Scheduled Tribe and Other Backward categories with a minimum of 5 candidates for each category shall be drawn up to meet exigencies.	As per Thorat Committee recommendations
(B) For Promotion			
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 hereinafter.	As per Thorat Committee recommendations in para 4.6 and approved by the GOI.

ii)	Eligibility	Promotion shall be made from amongst the employees holding the post of Officer Junior Management (Scale I), full time on a regular basis. Normal Channel: In Officer Junior Management (Scale I) for a period of 08 years. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st 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 eligible to such of the candidates who have passed JAIIB of IIBF and one more year in case of such candidates who have passed CAIIB of IIBF. Provided that no officer shall be considered for promotion unless he has been confirmed in the feeder grade post 21. <u>Zone of consideration</u> 3 times of the number of vacancies including repeaters. Explanation No.1 : Vacancies under Normal Channel shall be filled after filling the vacancies under Fast Track Channel. 2. The Officers/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. 22. <u>Fast Track Channel:</u> In Officer Junior Management (Scale I) for a period of 06 years. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st 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 eligible to such of the candidates who have passed JAIIB of IIBF and one more year in	As above
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		case of such candidates who have passed CAIIB of IIBF. 23. 24. <u>Zone of consideration</u> All eligible officers.																			
iii)	Selection Process	The selection shall be on the basis of performance in the written test, interview and performance appraisal reports for preceding four years as per the division of marks given below: <table><tr><td>Written Test</td><td>:</td><td>50 Marks</td></tr><tr><td>Interview</td><td>:</td><td>30 Marks</td></tr><tr><td>Performance Appraisal Reports</td><td>:</td><td>20 Marks</td></tr><tr><td>Total Marks</td><td>:</td><td>100 Marks</td></tr></table> 50 marks allotted to written test shall be further divided as under :- <table><tr><td>Part “A”</td><td>:</td><td>25 marks</td></tr><tr><td>Part “B”</td><td>:</td><td>25 marks</td></tr></table> The candidates shall be required to appear for a written test comprising of two parts viz. Part (A) covering Banking Law and Practice of Banking and Part (B) covering Credit Policy, Credit Management including Priority Sector, Economics and Management.	Written Test	:	50 Marks	Interview	:	30 Marks	Performance Appraisal Reports	:	20 Marks	Total Marks	:	100 Marks	Part “A”	:	25 marks	Part “B”	:	25 marks	As per Thorat Committee recommendations in para No. 4.6 and approved by the GOI.
Written Test	:	50 Marks																			
Interview	:	30 Marks																			
Performance Appraisal Reports	:	20 Marks																			
Total Marks	:	100 Marks																			
Part “A”	:	25 marks																			
Part “B”	:	25 marks																			
iv)	Preparation of Merit list	25. <u>Normal Channel</u> Lists of successful candidates for promotion shall be prepared on the basis of ranking accorded to them in the combined performance of written test, interview and performance appraisal reports for General, Scheduled Caste, Scheduled Tribe and Other Backward Categories, separately. There shall be a minimum cut off mark of 50%	To remove ambiguity in the existing rules.																		

		in aggregate of written test, interview and performance appraisal reports. 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. In addition thereto, a panel of selected candidates upto 20% of the notified vacancies in respect of General Category and 25% in respect of the Scheduled Caste, Scheduled Tribe and Other Backward Categories with a minimum of 2 candidates for each category shall be drawn up to meet exigencies. 26. 27. <u>Fast Track Channel</u> 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 for General, Scheduled Caste, Scheduled Tribe and Other Backward Categories, separately. There shall be no minimum qualifying marks in the 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. The vacancies under this channel, which remain unfilled for, want of non-selection of adequate number of candidates shall lapse and shall be finally 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.	No change.
e)	Composition of the Committee for Interview	The Committee shall consist the following persons, namely :- 1) The Chairman of the Regional Rural Bank concerned - Chairman 2) A Director nominated by the Sponsor Bank -	No change

		Member 3) Director nominated by the National Bank - Member NOTE: 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.	
f)	Validity of the panel for direct recruitment and for promotion	The panel shall be valid for a period of one year, extendable for a period of six months.	To remove ambiguity in the existing rules

3. Officer Middle Management (Scale III)

a)	Name of the Post	Officer Middle Management (Scale III)	Remarks
b)	Classification	Group "A"	No change
c)	Mode of appointment	10% by direct recruitment and 90% by promotion	As per Thorat Committee recommendations in para 4.5.2 and approved by GOI.
A) For Direct Recruitment			
i)	Age	Below the age of 40 years (relaxation of age in case of Schedule Caste/Schedule Tribes candidates or candidates belonging to other Reserved categories in accordance with the instructions/orders issued by the Central Government in this regard from time to time)	It has been proposed on the lines of public sector banks.
ii)	Minimum Qualification & Eligibility	Degree from a recognized 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 cooperation, Information Technology, Management, Law and accountancy. Experience : Minimum 5 years experience as an Officer in any Bank / Financial Institutions.	As per Thorat Committee recommendations in para 4.5.1 & 4.5.2 and approved by the GOI.
iii)	Selection process	The selection of the candidates shall be on the basis of written test and interview. The written test shall be conducted through Institute of Banking Personnel Selection or any other agency approved by the Sponsor Bank. Those candidates who have secured minimum qualifying marks of 40% marks in the written test shall be called for interview in the order of their performance in the written test in the ratio	As per Thorat Committee recommendations.

		of 1:3.	
iv)	Preparation of Merit list	The list of successful candidates for appointment of Officer Middle Management (Scale III) shall be made on the basis of their combined performance of written test and interview for General, Scheduled Caste, Scheduled Tribe and Other Backward Categories, separately. The number of selected candidates to be empanelled for recruitment shall be equal to the number of notified vacancies, provided that in addition to those, a panel of selected candidates upto 20% of the notified vacancies in respect of General Category and 25% in respect of the Scheduled Caste, Scheduled Tribe and Other Backward Categories with a minimum of 5 candidates for each category shall be drawn up to meet exigencies.	As per Thorat Committee recommendations.
(B) For Promotion			
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 hereinafter.	As per Thorat Committee recommendations.
ii)	Eligibility	Promotion shall be made from amongst the officers holding, on full time and regular basis the post of Officer Middle Management (Scale II). Normal Channel: Officer Middle Management (Scale II) for a period of 07 years. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st 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 eligible to such of the candidates who have passed JAIIB of IIBF and one more year in case of such candidates who have passed CAIIB of IIBF. provided that no officer shall be considered for promotion unless he has been confirmed in the feeder grade post 28. <u>Zone of consideration</u> 3 times of the number of vacancies including	As above

		repeaters. Explanation No.1 : Vacancies under Normal Channel shall be filled after filling the vacancies under Fast Track Channel. 2. The Officers/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. 29. 30. <u>Fast Track Channel</u> Officer Middle Management (Scale II) for a period of 05 years with Graduate. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st 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 eligible to such of the candidates who have passed JAIIB of IIBF and one more year in case of such candidates who have passed CAIIB of IIBF. provided that no employee shall be considered for promotion unless he has been confirmed in the feeder grade post 31. <u>Zone of consideration</u> All eligible officers.	
iii)	Selection Process	<u>Normal Channel</u> 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: Interview : 40 marks. Performance Appraisal Reports : 60 marks Total : 100 marks The minimum qualifying marks in the interview shall be 50% 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	As per Thorat Committee recommendations.

		performance appraisal reports shall also be 50%. <u>Fast Track Channel</u> 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: <table> <tr> <td>Written Test</td> <td>:</td> <td>50 Marks</td> </tr> <tr> <td>Interview</td> <td>:</td> <td>30 Marks</td> </tr> <tr> <td>Performance Appraisal Reports</td> <td>:</td> <td>20 Marks</td> </tr> <tr> <td>Total Marks</td> <td>:</td> <td>100 Marks</td> </tr> </table> 50 marks allotted to written test shall be further divided as under:- <table> <tr> <td>Part “A”</td> <td>:</td> <td>25 marks</td> </tr> <tr> <td>Part “B”</td> <td>:</td> <td>25 marks</td> </tr> </table> The candidates shall be required to appear for a written test comprising of two parts viz. Part (A) covering Banking Law and Practice of Banking and Part (B) covering Credit Policy, Credit Management including Priority Sector, Economics and Management.	Written Test	:	50 Marks	Interview	:	30 Marks	Performance Appraisal Reports	:	20 Marks	Total Marks	:	100 Marks	Part “A”	:	25 marks	Part “B”	:	25 marks	
Written Test	:	50 Marks																			
Interview	:	30 Marks																			
Performance Appraisal Reports	:	20 Marks																			
Total Marks	:	100 Marks																			
Part “A”	:	25 marks																			
Part “B”	:	25 marks																			
iv)	Preparation of Merit list	32. <u>Normal Channel</u> Lists of successful candidates for promotion shall be prepared on the basis of ranking accorded to them in the combined performance of interview and performance appraisal reports for General, Scheduled Caste, Scheduled Tribe and Other Backward Categories, separately. There shall be a minimum cut off mark of 50% in aggregate of interview and performance appraisal reports. 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. In addition thereto, a panel of selected candidates upto 20% of the notified vacancies in respect of General	To remove ambiguity in the existing rules.																		

		Category and 25% in respect of the Scheduled Caste, Scheduled Tribe and Other Backward Categories with a minimum of 2 candidates for each category shall be drawn up to meet exigencies. <u>Fast Track Channel</u> 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 for General, Scheduled Caste, Scheduled Tribe and Other Backward Categories, separately. There shall be no minimum qualifying marks in the 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. The vacancies under this channel, which remain unfilled for, want of non-selection of adequate number of candidates shall lapse and shall be finally 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.	No change.
e)	Composition of the Committee for Interview	The Committee shall consist the following persons, namely :- 1) The Chairman of the Regional Rural Bank concerned - Chairman 2) A Director nominated by the Sponsor Bank - Member 3) Director nominated by the National Bank - Member NOTE: 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	No change

		Tribe as an additional member of the Committee.	
f)	Validity of the panel for direct recruitment and for promotion	The panel shall be valid for a period of one year, extendable for a period of six months.	To remove ambiguity in the existing rules.

4. Officer Senior Management (Scale IV)

a)	Name of the post	Officer Senior Management (Scale IV)	Remarks						
b)	Classification	Group "A"	As per Thorat Committee recommendations.						
c)	Mode of appointment	By promotion/deputation as per eligibility and selection process given hereinafter.	As per Thorat Committee recommendations.						
(A) For Promotion									
i)	Eligibility	Promotion shall be made from amongst the officers holding, on a regular basis to the post of Officer Middle Management (Scale III) for a period of 04 years. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st April of the year in which the vacancy is expected to arise or has actually arisen. 33. <u>Zone of consideration</u> Upto 3 times of the number of vacancies including repeaters.	As per Thorat Committee recommendations in para 4.6.5 and approved by the GOI.						
ii)	Selection Process	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: <table><tr><td>Interview</td><td>: 40 Marks</td></tr><tr><td>Performance Appraisal Report</td><td>: 60 Marks</td></tr><tr><td>Total</td><td>: 100 Marks</td></tr></table>	Interview	: 40 Marks	Performance Appraisal Report	: 60 Marks	Total	: 100 Marks	As above.
Interview	: 40 Marks								
Performance Appraisal Report	: 60 Marks								
Total	: 100 Marks								
iii)	Preparation of Merit list	Lists 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 for General, Scheduled Caste, Scheduled Tribe and Other Backward Categories, separately. The number of selected candidates to be	As per Thorat Committee recommendations.						

		empanelled for promotion shall be equal to the number of notified vacancies in the order of seniority. In addition thereto, a panel of selected candidates upto 20% of the notified vacancies in respect of General Category and 25% in respect of the Scheduled Caste, Scheduled Tribe and Other Backward Categories with a minimum of 2 candidates for each category shall be drawn up to meet exigencies.	
iv)	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.	No change.
v)	Composition of Committee for Interview	The Committee shall consist the following persons, namely :- 1) The Chairman of the Regional Rural Bank concerned - Chairman 2) Director nominated by the Sponsor Bank - Member 3) Director nominated by the National Bank – Member NOTE: 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.	Based on Thorat Committee recommendations.
vi)	Validity of the Panel	The panel shall be valid for a period of one year, extendable for a period of six months.	To remove ambiguity in the existing rules.
(B) For Deputation			
i).	Criteria	Officers holding analogous post in Regional Rural Bank sponsored by the same bank.	

5. Officer Senior Management (Scale V)

i)	Name of the post	Officer Senior Management (Scale V)	Remarks
ii)	Classification	Group "A"	As per Thorat Committee recommendations.
iii)	Mode of appointment	By promotion as per eligibility and selection process given hereinafter.	As per Thorat Committee recommendations.
iv)	Eligibility	Promotion shall be made from amongst the officers holding, on a regular basis to the post of Officer Senior Management (Scale IV) for a period of 03 years. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st April of the year in which the vacancy is expected to arise or has actually arisen. 34. <u>Zone of consideration</u> Upto 3 times of the number of vacancies including repeaters.	As per Thorat Committee recommendations in para 4.6.5 and approved by the GOI.
v)	Selection Process	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: Interview : 40 Marks Performance Appraisal Report : 60 Marks Total : 100 Marks	As per Thorat Committee recommendations.
vi)	Preparation of Merit list	Lists 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 for General, Scheduled Caste, Scheduled Tribe and Other Backward Categories, separately. The number of selected candidates to be empanelled for promotion shall be equal to the number of notified vacancies in the order of seniority.. In addition thereto, a panel of	As per Thorat Committee recommendations.

		selected candidates upto 20% of the notified vacancies in respect of General Category and 25% in respect of the Scheduled Caste, Scheduled Tribe and Other Backward Categories with a minimum of 2 candidates for each category shall be drawn up to meet exigencies.	
vii)	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.	No change.
viii)	Composition of Committee	The Committee shall consist the following persons, namely :- 1) The General Manager of the RRB Division of the Sponsor Bank - Chairman 2) One of the RRB Chairman of the same Sponsor Bank to be nominated by the Sponsor Bank - Member 3) An Officer nominated by National Bank not below the rank of General Manager – Member NOTE: 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.	Based on Thorat Committee recommendations.
ix)	Validity of the Panel	The panel shall be valid for a period of one year, extendable for a period of six months.	To remove ambiguity in the existing rules.

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.

Part II - Group " B"

Recruitment and Promotion

1. Office Assistant (Multipurpose)

a)	Name of the Post	Office Assistant (Multipurpose)	As per Thorat Committee recommendations in para 4.5(f) and approved by the GOI.
b)	Classification	Group "B"	No change
c)	Mode of Appointment	75% by direct recruitment and 25% by promotion	The existing provision is 90% by direct recruitment and 10% by promotion. The changes are proposed as per the recommendations in para 4.5(f) and approved by the GOI.
(A) For Direct Recruitment			
i)	Age	Between 18 years and 28 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 in this regard from time to time)	It has been proposed on the lines of public sector banks.
ii)	Minimum Qualification and Eligibility	i) Bachelor Degree of a recognized university in any discipline or its equivalent; ii) Knowledge of regional language of that State is essential and knowledge of Computer skills is desirable.	Based on existing provision.

iii)	Selection Process	The Selection shall be made on the basis of written test and interview as under: Written Test : 70 marks Interview : 30 marks The written test will be conducted by the Institute of Banking Personnel Selection or any other agency approved by the Sponsor Bank. The written test shall cover a) Test of Reasoning, b) Numerical Ability, c) General Knowledge and d) General English or Hindi. The candidate securing minimum 40% marks in the written test shall qualify for interview. In the case of candidates belonging to SC/ST categories, the minimum marks in the written test shall be 35% to qualify for interview. All those candidates who have secured minimum qualifying marks in written examination, in the order of merit, shall be called for interview upto the ratio of 1:3 . 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.	As per Thorat Committee recommendations in para 4.5(c) and approved by the GOI.
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iv)	Preparation of Merit list	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, Scheduled Caste, Scheduled Tribe and Other Backward Categories, separately. The number of selected candidates to be empanelled for recruitment shall be equal to the number of notified vacancies. In addition thereto, a panel of selected candidates upto 20% of the notified vacancies in respect of General Category and 25% in respect of the Scheduled Caste, Scheduled Tribe and Other Backward Categories with a minimum of 2 candidates for each category shall be drawn up to meet exigencies.	To remove ambiguity in the existing rules.
(B) For Promotion			
i)	Mode of promotion	70% of the vacancies by promotion under Normal Channel while 30% under Fast Track Channel as per eligibility and selection process given hereinafter.	As per Thorat Committee recommendations in para 4.6 and approved by the GOI.
ii)	Eligibility	Promotion shall be made from amongst the employees holding the post of Office Attendant (Multipurpose), full time on a regular basis. Normal Channel : Office Attendant (Multipurpose) for a period of 10 years with 10th standard passed. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st April of the year in which the vacancy is expected to arise or has actually arisen. provided that no employee shall be considered for promotion unless he has been confirmed in the feeder grade post 35. <u>Zone of consideration</u> 3 times of the number of vacancies	As above.

		including repeaters. Explanation No.1 : Vacancies under Normal Channel shall be filled after filling the vacancies under Fast Track Channel. 2. The Officers/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. Fast Track Channel: Graduate Office Attendant (Multipurpose) with five years of service. The minimum eligibility in terms of the number of years of service for promotion shall be reckoned as on the 1st April of the year in which the vacancy is expected to arise or has actually arisen. provided that no employee shall be considered for promotion unless he has been confirmed in the feeder grade post 36. <u>Zone of consideration</u> All eligible employees.																
iii)	Selection Process	The selection shall be on the basis of combined performance in the written test and interview as per the division of marks, given below : <table> <tr> <td>Written Test</td> <td>:</td> <td>70 Marks</td> </tr> <tr> <td>Interview</td> <td>:</td> <td>30 Marks</td> </tr> <tr> <td>Total</td> <td>:</td> <td>100 Marks</td> </tr> </table> 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 :- <table> <tr> <td>I. English or Hindi</td> <td>35 marks</td> </tr> <tr> <td>II. Arithmetic</td> <td>35 marks</td> </tr> <tr> <td>Total</td> <td>70 marks</td> </tr> </table>	Written Test	:	70 Marks	Interview	:	30 Marks	Total	:	100 Marks	I. English or Hindi	35 marks	II. Arithmetic	35 marks	Total	70 marks	To remove ambiguity in the existing rules.
Written Test	:	70 Marks																
Interview	:	30 Marks																
Total	:	100 Marks																
I. English or Hindi	35 marks																	
II. Arithmetic	35 marks																	
Total	70 marks																	
iv)	Preparation of Merit list	37. <u>Normal Channel</u>	To remove ambiguity in the															

		Selection of candidates for promotion shall be on the basis of combined performance of Written Test and Interview for General, Scheduled Caste, Scheduled Tribe and Other Backward Categories, separately. There shall be a minimum cut off mark of 40% in aggregate of written test and interview. 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. In addition thereto, a panel of selected candidates upto 20% of the notified vacancies in respect of General Category and 25% in respect of the Scheduled Caste, Scheduled Tribe and Other Backward Categories with a minimum of 2 candidates for each category shall be drawn up to meet exigencies. 38. <u>Fast Track Channel</u> 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 Backward Categories, separately. There shall be no minimum qualifying marks in the written test and interview. Selection will 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. The vacancies under this channel, which remain unfilled on account of non-availability of adequate number of candidates, shall be filled up by way of normal channel and such vacancies shall be treated as lapsed in this channel.	existing rules.
d)	Inter-se-seniority	The Inter-se-seniority of all the	No change.

		empanelled officers selected through normal channel or fast track channel in their feeder posts shall remain unchanged.	
e)	Composition of the Committee for Interview	The Committee shall consist the following persons, namely :- 1) The General Manager and where there is no General Manager, an officer nominated by the Board of Regional Rural Bank - Chairman 2) An officer of the Regional Rural Bank concerned not below the rank of officer scale II as nominated by the Board - Member 3) An officer nominated by the Sponsor Bank- Member 4) An officer nominated by the National Bank - Member NOTE: 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.	Based on Thorat Committee recommendations.
f)	Validity of the panel for direct recruitment and for promotion	The panel shall be valid for a period of one year, extendable for a period of six months.	To remove ambiguity in the existing rules.

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.

Part III - Group " C "

Recruitment

1. Office Attendant (Multipurpose)

a)	Name of Post	Office Attendant (Multipurpose)	As per Thorat Committee recommendations in para 4.5(f) and approved by the GOI.
b)	Classification	Group "C"	As above.
c)	Mode of Appointment	100% by direct recruitment	As above
e)	Age	Above 18 years but below 28 years (relaxation in case of SC/ST candidates or candidates belonging to other categories in accordance with the instructions/orders issued by the Government of India in this regard from time to time)	It has been proposed on the lines of public sector banks.
d)	Minimum Qualification and Eligibility	A Minimum of <i>Tenth Standard Pass</i> or equivalent from a Board recognized by the Government	As per Thorat Committee recommendations.
f)	Selection Process	On the basis of interview.	No change.
g)	Preparation of Merit list	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, Scheduled Caste, Scheduled Tribe and Other Backward Categories, separately. The number of selected candidates to be empanelled for recruitment shall be equal to the number of notified vacancies. In addition thereto, a panel of selected candidates upto 20% of the notified vacancies in respect of General Category and 25% in respect of the Scheduled Caste, Scheduled Tribe and Other Backward Categories with a minimum of 2 candidates for each category shall be drawn up to meet exigencies.	To remove ambiguity in the existing rules

h)	Composition of the Committee	The Committee shall consist the following persons, namely :- 1) The General Manager and where there is no General Manager, an officer nominated by the Board of Regional Rural Bank - Chairman 2) An officer of the Regional Rural Bank concerned not below the rank of officer scale II as nominated by the Board - Member 3) An officer nominated by the Sponsor Bank - Member NOTE: 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.	Based on Thorat Committee recommendations.
i)	Validity of the panel	The panel shall be valid for a period of one year, extendable for a period of six months.	To remove ambiguity in the existing rules.

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.

ANNEXURE – III

DETAILS OF MEETINGS CONVENED BY THE COMMITTEE

Sl.No.	Details of Meeting	Location	Main Agenda
1.	12-09-2008	Mumbai	Finalisation of approach & methodology
2.	03-10-2008 & 04-10-2008	Kolkata	Presentations by All India RRB Unions / Association and Meeting & discussion with Chairman of select RRBs.
3.	10-11-2008 & 11-11-2008	Kerala	Discussion on need / desirability of having separate Regulation for officers & employees and also identification of provision of Service Regulation for amendment.
4.	26-12-2008 & 27-12-2008	Mangalore	Finalisation of draft proposed amendment to Service Regulation 2000 and also discussion on RRBs (Appointment and Promotion of Officers and other Employees) Rules, 1998 in view of the Thorat Committee recommendation as approved by GoI.
5.	06-02-2009	Mumbai	Finalisation of RRBs (Appointment and Promotion of Officers and other Employees) Rules, 2009 and also report of the Committee.

ANNEXURE - IV A

F. No. 3/8/2008-RRB
Government of India
Ministry of Finance
Department of Financial Services
New Delhi, dated the 20th August, 2008

ORDER

The question of revisiting the Model Regional Rural Banks Officers and Employees Service Regulations, 2000 in the changed scenario, especially after the restructuring of RRBs by way of amalgamation was engaging the attention of Government for quite some time. The Committee constituted to formulate a Comprehensive Human Resource Policy for RRBs under the Chairmanship of Dr Y.S.P. Thorat examined the related issues which have a bearing on development of appropriate Human Resources in RRBs vis-à-vis the RRB Staff Regulations. The Committee, inter-alia, recommended a comprehensive review of the existing provisions of the Regional Rural Banks Officers and Employees Service Regulations, 2000, to incorporate the required changes.

Having regard to this, Government of India hereby constitutes a Committee with the composition as under for comprehensive review of the Model Regional Rural Banks Officers and Employees Service Regulations, 2000 :

- | | |
|--|------------------|
| 1. Shri Amaresh Kumar, ED, NABARD, HO, Mumbai | Chairman |
| 2. Shri M.K. Malhotra, Deputy Secretary, Deptt. of Financial Services, Ministry of Finance, Govt. of India | Member |
| 3. Shri K.L. Taori, GM, State Bank of India, CO, Mumbai | Member |
| 4. Dr. S. Elangovan, GM, Indian Overseas Bank, Member, HO, Chennai | Member |
| 5. Shri N.S. Bose, Chairman, South Malabar Grameen Bank, HO Mallapuram, Kerala | Member |
| 6. Shri B. Mandal, Chairman, Satpura Narmada KGB, Chhindwara | Member |
| 7. Shri U.N. Srivastava, CGM, Law Deptt., NABARD, Mumbai | Member Secretary |

The terms of reference of the Committee shall be as under :

1. To study, review and suggest suitable amendments of the Model Regional Rural Banks Officers & Employees Service Regulations, 2000.
2. To examine the issue of having separate Service Regulations for Officers and Employees of RRBs.
3. Any other matters relating to Service Regulations of RRBs.

The Committee shall submit its recommendations within 3 months from the date of this order.

Secretarial support to the Committee will be extended by NABARD (IDD), Mumbai.

Sd/-

(M.K. Malhotra)

Deputy Secretary to the Govt. of India

Copy for information to :

1. Shri Amaresh Kumar, ED, NABARD, Head Office, Mumbai.
2. Shri U.N. Srivastava, CGM, Law Department, NABARD, HO, Mumbai.
3. Shri K.J. Taori, General Manager, State Bank of India, Central Office, Mumbai.
4. Dr. S. Elangovan, General Manager, Indian Overseas Bank, Head Office, Chennai.
5. Shri B. Mandal, Chairman, Satpura Narmada Kshetriya Gramin Bank, Head Office, Chhindwara.
6. Shri N.S. Bose, Chairman, South Malabar Gramin Bank, Head Office, Mallapuram.
7. The Chairman, State Bank of India, Central Office, Mumbai.
8. The Chairman & Managing Director, Canara Bank, Head Office, Bangalore.
9. The Chairman & Managing Director, Indian Overseas Bank, Head Office, Chennai.
10. The Chief General Manager-Incharge, RPCD, RBI, Mumbai.
11. The Chairman & Managing Directors of All Sponsor Banks of RRBs.

(M. K. Malhotra)

Deputy Secretary to the Government of India.

ANNEXURE – IV B

F. No. 3/8/2008-RRB
Government of India
Ministry of Finance
Department of Financial Services
New Delhi, dated the 24th September, 2008

To
Shri G.L. Tawte
Chief General Manager
NABARD
Central Office
Mumbai.

Sub : Committee for Comprehensive Review of Model RRB Officers and
Employees Service Regulations, 2000

Sir,

I am directed to refer to your D.O. letter No.NB.ID.757/RRB Regulation/2008-09 dated 15.9.2008 on the subject cited above and to say that appointments and promotions are part and parcel of the Service Regulations. The details for carrying out appointment and promotion is governed by the RRB (Appointment & promotion of officers & other employees) Rules, 1998. Since these already stand included in the Terms of Reference of the Committee, no separate order is necessary to specifically include it within the Terms of Reference of the Committee.

Yours faithfully,

(M.K. Mlhotra)
Deputy Secretary to the Govt. of India

ANNEXURE – V

List of All India RRBs Employees Union / Officers Association which made presentation to the Committee

Sr No.	Name of Union / Association
1.	AIRRBEA (MGB Gramin Bank Employees & Officers Association Pali, Marwar), Kaikhali, Kolkata.
2.	All India RRB Officers Federation (Affiliated to AIBOC), Siliguri
3.	All India Gramin Bank Employees Federation, Calicut, Kerala
4.	All India Gramin Bank Employees' Association, Balbanwa, Motihari
5.	All India Gramin Bank Officers Association, Balbanwa, Motihari
6.	National Confederation of RRB Employees, Khalilabad, UP.
7.	All India Gramin Bank Employees Federation, Calicut, Kerala
8.	Indian National Bank Officers' Congress
9.	All India Gramin Bank Workers' Organisation, Jaipur.

ANNEXURE - VI

LIST OF CHAIRMEN OF SELECT RRBs WHOM THE COMMITTEE HELD INTENSIVE DISCUSSION

S.No.	Name of RRB
1.	Madhya Bihar RRB
2.	Uttar Bihar RRB
3.	Paschim Banga Gramin Bank
4.	Vananchal RRB
5.	Bangiya Gramin Vikash Bank

ANNEXURE VII

Recommendations of the Thorat Committee as approved by the GOI

39. 3.2.3 Categorisation of RRBs

On the basis of data analysed, the Committee is of the view that the categorization of the RRBs can best be made as indicated below:

Norms for Categorization of RRBs

Category of RRBs	No. of Branches	Business Level
I *	Up to 75	Up to Rs. 750 crore
II *	76 – 200	Above Rs.750 crore and up to Rs. 2000 crore
III *	201 – 500	Above Rs.2000 crore and up to Rs.5000 crore
IV *	Above 500	Above Rs.5000 crore

A bank would fall into the respective higher category as soon as it fulfills any one of the norms

The norm has been revised giving weightage to Business volume and no. of branches as indicated below :

Business (in crore)	Branches in nos.			
	Upto 75	76-200	200-500	Above 500
Upto 750	I	I	94.	III
750-2000	II	II	III	III
2000-5000	III	III	III	IV
Above 5000	III	III	IV	IV

40.**41. 3.3.8 Categorisation of Branches**

The Committee recommends categorization of branches as follows::

Recommended Categorization of Branches

Branch Category	Business level
A	Up to Rs.6 crore
B	Above Rs.6 crore and Up to Rs.20 crore
C	Above Rs.20 crore and up to Rs.50 crore
	Above Rs.50 crore and up to

42.**Approved.****43. 3.5.1 / 3.5.2 Introduction of Controlling Office concept**

The Committee recommends that while the existing norms for introduction of Controlling Office concept may continue, the concept may be applied to all RRBs which have achieved a branch network of 50, irrespective of the fact whether they are amalgamated or stand-alone. All RRBs, both amalgamated and stand-alone having branches up to 50 will have no intermediate tier and the branches will be under the control of HO.

Approved except nomenclature of controlling office may be changed to Regional Office.

In case of RRBs which require relaxation of the above norm due to geographical / other conditions, such relaxation in respect of number of branches to be covered by the Controlling Office may be considered by State Level Empowered Committee of the Reserve Bank of India while considering grant of license.	
3.6.2 /3/4 Staffing pattern of Head Office : The Committee, having regard to the recommended categorization of RRBs, recommends that RRBs in categories I & II should have an officer in Scale V as Chairman, RRBs in Categories III should have an officer in Scale VI as Chairman while RRB in category IV should have an officer in Scale VI or above as Chairman as decided by the Sponsor Bank As regards the appointment of General Manager (GM), the Committee feels that the guiding principle should be one scale below the Chairman to enable continuity and smooth operations. As regards other officers in Head Office, RRBs have already been allowed to create up to seven departments including one for inspection / audit. While these guidelines may be made applicable for RRBs in Category III & IV, RRBs in category I & II may be allowed to have only up to 5 and 6 departments, respectively. The Committee is of the opinion that the departmental heads can generally be in one scale below the GM depending on availability of officers in these scales and the importance of the department and the RRBs may be allowed to take a decision in this regard. Taking into consideration the above aspects and keeping in view the technological support that can be made available to banks these days, the staff strength of Head Office has been suitably designed and presented below: Staffing pattern in Head Office (Indicative)	Approved with the following change – The Chairman of the Bank will be at least one level above the senior most Branch Manager/Controlling Officer/General Manager

Designation	91. Category of RRBs			
	I	II	III	IV
Chairman	Scale V (1)	Scale V (1)	Scale VI	Not below Scale VI(1)
General Manager	Scale IV (1)	Scale IV (2)	Scale V (2)	Scale V(3)
HOD	Scale III (5)	Scale III (6)	Scale IV (7)	Scale IV (7)
Officer in Scale IV	-	-	-	-
Officer in Scale III	-	-	4	7
Officer in Scale II	-	4	5	7
Officer in Scale I	4	4	5	5
92. Total Officers	11	17	24	30
Clerks	5	7	8	10
Sub staff	4	5	6	8
93. Gran				

Note :

1. RRBs in category I having less than 50 branches need not have GM.

2. In addition to the above RRBs will have one Inspecting Officer in Scale II/III for every 25 branches posted at HO in respect of Category I RRBs. Inspecting officers in category II, III, IV banks need to be posted in COs as per requirement to be decided by RRB.

3.7.1 Staffing pattern of Controlling Office :

The staffing pattern for CO is recommended as indicated below:

Staffing Pattern in Controlling Office(CO)

87. Designation	88. Staffing Pattern (Indicative)
Officers-in-Charge (OIC)	1*
Officers in Scale I / II / III	5
89. Officers Sub-	6

* In CO, OIC will be headed by an officer one scale below GM

Approved except that the Regional Officer should not be of a level below the senior most Branch Manager in his area.

3.8.1/2/3 Staffing pattern of Branches :

The Committee is of the view that the minimum staff strength of any RRB branch should be one officer, one clerk and one sub-staff i.e., in the ratio of 1:1:1. Model staffing pattern (indicative) in various categories of branches is indicated below:

Staffing Pattern for Branches (Indicative) as per Thorat Committee Report.

(Amt. in Rs.crore)

Designation	Branch Category A		Branch Category B			Branch Category C				Branch Category D		Branch Category E
	Up to 4	4-6	6-10	10-15	15-20	20-25	25-30	30-40	40-50	50-75	75-100	Above 100 Cr
Business level												
Scale V	0	0	0	0	0	0	0	0	0	0	0	1
Scale IV	0	0	0	0	0	0	0	0	0	1	1	1
Scale III	0	0	0	0	0	1	1	1	1	1	1	2
Scale II	0	0	1	1	1	1	1	2	3	3	3	4
Scale I	1	2	1	1	2	2	3	3	3	3	4	5
Sub Total (Officers)	1	2	2	2	3	4	5	6	7	8	9	13
Clerks	1	1	2	2	2	2	2	2	2	3	3	3
Sub staff	1	1	1	1	1	1	1	1	1	1	2	3
Grand Total	3	4	5	5	6	7	8	9	10	12	14	19

While the above model is only indicative, the Committee is of the view that the RRBs should be given freedom to decide on the staff strength to be posted in branches

Approved with the following changes

- i) That branches with business upto

individually within the ceiling of aggregate staff in RRB.. The Committee has also recommended an addition of staff strength upto 2.5% of the total staff to meet special conditions like future business opportunities, NPA management etc. The Committee also recommends that the total number of staff in administrative offices viz. Head Office and Controlling Office should not exceed 8% of the total staff of the bank excluding Inspecting Team as recommended under Aggregate Staffing Pattern in RRBs. However, RRBs are to have a minimum of 8 staff for Head Office	Rs 6 crores may have a staff strength of 3 with one officer and two clerks/sub-staff. ii) For branches having business between 40-50 crore, the staffing pattern may be kept as 6 officers and 3 clerical/sub staff. iii) For branches having business between 75-100 crore, the staffing pattern may be kept as 8 officers and 4 clerical/sub staff. iv) For business above Rs. 100 crore it may be kept as 10 officers and 5 clerks/sub staff. Based on above revised staffing pattern Approval is as under:
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Revised Staffing Pattern for Branches										
(Amt. in Rs.crore)										
Norms										
Category	B/L	Scale V	Scale IV	Scale III	Scale II	Scale I	Total	Gr.B	Gr.C	GT
Category A	Upto 4 cr.	0	0	0	0	1	1	1	1	3
	4- 6 cr.	0	0	0	0	1	1	1	1	3
Caegory B	6-10 cr.	0	0	0	1	1	2	2	1	5
	10-15 cr.	0	0	0	1	1	2	2	1	5
	15- 20 cr.	0	0	0	1	2	3	2	1	6
Category C	20-25 cr.	0	0	1	1	2	4	2	1	7
	25-30 cr.	0	0	1	1	3	5	2	1	8
	30-40 cr	0	0	1	2	3	6	2	1	9
	40-50 cr.	0	0	1	3	2	6	2	1	9
Category D	50-75 cr.	0	1	1	3	3	8	3	1	12
	75-100 cr.	0	1	1	3	3	8	3	1	12
Category E	Above 100	1	1	2	3	3	10	3	2	15

Other Recommendations 4.5 Category of Staff There should be 3 categories of posts in RRBs as indicated below : <table border="1"> <tr> <td>Group A</td><td>Comprising all Officers</td></tr> <tr> <td>Group B</td><td>Comprising all clerical staff now redesignated as Office Assistants.</td></tr> <tr> <td>Group C</td><td>Comprising of all subordinate staff now redesignated as</td></tr> </table> a) Creation of posts & filling up of vacancies	Group A	Comprising all Officers	Group B	Comprising all clerical staff now redesignated as Office Assistants.	Group C	Comprising of all subordinate staff now redesignated as	Approved
Group A	Comprising all Officers						
Group B	Comprising all clerical staff now redesignated as Office Assistants.						
Group C	Comprising of all subordinate staff now redesignated as						

The Board of Directors of each RRB may create such number of posts keeping in view the various guidelines issued by Central Govt./RBI/NABARD and sponsor banks from time to time.	Approved
b) Appointing Authority The Chairman of each RRB shall be the Appointing Authority in respect of all posts in RRB provided that the General Manager of each RRB if so authorized by the Board to be the Appointing Authority in respect of posts classified under Group B and Group C of the bank. However, in the case of RRB officers to be posted as General Manager, the Appointing Authority will be the competent official from the sponsor bank.	Approved
c) Agency for Direct Recruitment The selection of the candidates by way of written examination under direct recruitment to the posts of officers and employees other than those of Group C employees, shall be entrusted to Institute of Banking Personnel Selection (IBPS) or any other agency approved by the sponsor bank. The Committee had discussions with IBPS, who have assured that they would be in a position to meet the RRBs requirement in time and at reasonable cost. The role of such agency will be to short-list the candidates by conducting written examinations for final selection through interview by a Committee to be constituted by the Board of RRB.	Approved with the condition that recruitment in each RRB will be done separately by IBPS or any other agency.
d) Agency for promotion While the conduct of written examination for officers and other employees for promotion will be conducted by the sponsor bank, the final selection through interview will be done by Committee constituted by the Board of the RRBs in this regard.	Approved
e) Need for Computer Awareness All candidates for the post of Officers and employees, other than Group C employees to be recruited by RRB will need to have awareness/knowledge of computer applications as a desirable qualification.	Approved
f) Proportion of Direct Recruits and Promotees In order to have an even spread of age-groups of officers and other employees and to have a mix of younger	Approved with following changes

officials with matured ones for improved performance, the Committee recommends the ratio of Direct Recruits and Promotees as indicated below:	Ratio of Direct Recruitment and Promotion in various cadres		
	Ratio of Direct Recruitment and Promotion in various cadres		
	62. Category	63. By Direct Recruitment	64. By Promotion
	65. Group C		
	Office Attendants	66. 100%	67. -
	68. Group B		
	Office Assistants	69. 75%	70. 25%
	71. Group A		
	72. Scale I	73. 50%	74. 50%
	75. Scale II	76. -	77. 100%
	78. Scale III	79. -	80. 100%
	81. Scale IV	82. -	83. 100%
	84. Scale V	85. -	86. 100%
	4.5.1 The Committee recommends the increase of the proportion of promotion from Group C to Group B at 25% as against existing 10% norms to provide suitable areas for promotion as an incentive to Group C employees.		
	4.5.2 Recommendations in respect of recruitment		
(i) Group C			
Recruitment in Group C, in future, may be resorted to the cadre of Office Attendant only. Duties of Office Attendants will include work both inside the office and other field level duties.			
(ii) Group B			
All recruitment in Group B in RRBs may be made in a cadre designated as Office Assistant (Multipurpose) with flexibility of deployment as the situation demands as, Clerk or Cashier or Clerk-cum-Cashier. Duties of Office Assistants will include work both inside the office and other field duties.			
• With the change in environment in the banking industry, the recruitment of Stenographers/Steno-Typists/Typists may be done away with.			
Ratio of Direct Recruitment and Promotion in various cadres			
37. Category	38. By Direct Recruitment	39. By Promotion	
40. Group C			
Office Attendants	41. 100%	42. -	
43. Group B			
Office Assistants	44. 75%	45. 25%	
46. Group A			
47. Scale I	48. 50%	49. 50%	
50. Scale II	51. 25% *	52. 75%	
53. Scale III	54. 10%	55. 90%	
56. Scale IV	57. -	58. 100%	
59. Scale V	60. -	61. 100%	
*10% of these would be from specialist cadre such as IT, Agriculture, Treasury, Law, Marketing, Chartered Accountants etc. The qualifications and experience for recruitment of officers in Scale II and III will be decided by Technical Committee constituted for Amendment of Regional Rural Banks Officers and Employees' Service Regulation, 2000 mentioned at point no. 15 of this note.			
Approved			
Approved			
Accepted			
Approved			

In the event of the growing use of computer in banking industry, computer knowledge and skills should be a desirable qualification for recruitment. (iii) Group A	The norm for direct recruitment may be modified as follows :	
- Direct recruitment will continue to be restricted to officers in Scale I. Probation period should be 2 years. - Computer skills should be a desirable additional qualification. - RRBs need to recruit professionals in IT and other technical disciplines like Agriculture, Law, marketing, Treasury Management and Chartered Accountants, etc. If suitable candidates for specialized jobs are not available for recruitment in the cadre of officers in Scale I, the Board of the RRBs be empowered to recruit suitable candidates in higher grade in Scale II. - Professionals so recruited are to be placed/fitted in the common pool of officers in Scale I or in higher grades in Scale II, as the case may be. There should not be a separate cadre of officers so recruited. RRBs may explore possibility of appointing professional / experts on contractual basis in case of need.	Scale I	50%
	Scale II	25% of which 10% * specialist and 15%* experienced officers
	Scale III	10% *experienced officers/specialists
	*Qualification and experience will be laid down by the Technical Committee constituted for Amendment of Regional Rural Banks Officers and Employees' Service Regulation, 2000 mentioned at point no. 15 of this note.	
4.6 Channels of promotion The Committee recommends 50% for Normal Channel and 50% for 'Fast Track' channel in promotion up to Officers in Scale III as against existing single channel promotion based on seniority-cum-merit concept except in promotion from Group C to Group B where the ratio will be 70 & 30 respectively.	Approved	

Scale of Officer	CHANNEL							
	Normal				Fast Track			
	Ratio	Eligibility	Selection Method	Zone of Consideration	Ratio	Eligibility	Selection Method	Zone of Consideration
1. Group C to Group B	2. 70%	3. 10 years with 10 Std pass	4. Written Test & Interview	5. Triple the no. of vacancies including repeaters	6. 30%	7. 5 years with Graduation	8. Written Test & Interview	9. All eligible candidates
10. Group B to Group A – Officer in Scale I	11. 50%	12. 10 years*	13. Written Test, Interview & PAR	14. Triple the no. of vacancies including repeaters	15. 50%	16. Graduate with 6 years* of service	17. Written Test, Interview & PAR	18. All eligible candidates
19. Officer Scale I to Scale II	20. 50%	21. 8 years*	22. Written Test, Interview & PAR	23. Triple the no. of vacancies including repeaters	24. 50%	25. 6 years* of service	26. Written Test, Interview & PAR	27. All eligible candidates
28. Officer Scale II	29. 50%	30. 7 years*	31. Interview & PAR	32. Triple the no. of vacancies	33. 50%	34. 5 years*	35. Written Test, Interview	36. All eligible candidates
Category-wise prescriptions under different parameters for promotions eligibility criteria will be relaxed by one year each for such candidates having JAIIB & CAIIB. However such relaxation will be available only one time in the service period.								

4.6.5 Creation of post in higher Grade																							
Creation of posts of Officers in Scale IV & V in RRBs. Many Scale III Officers are already eligible for promotion as officers in Scale IV immediately. These officers, in the next 3 years will be eligible for promotion in Scale V.																							
As the above posts represent the Senior Management of RRBs, only meritorious performers, capable of shouldering higher responsibility including those of General Manager and Chairmen of the RRBs should be considered for promotion to these cadres. As such, the promotion for the posts of Scale III to IV & IV to V should be based purely on merit under Fast Track channel as indicated below.																							
Written test may be introduced in all stages of promotion after 2011 for which GOI may issue suitable notification in due course.																							
Scale-wise prescriptions for promotions in Senior Management Cadre																							
<table border="1"> <thead> <tr> <th>Scale of Officer</th><th>Ratio</th><th>Crit eria</th><th>Eligibility</th><th>Selection Method</th><th>Zone of Selection</th></tr> </thead> <tbody> <tr> <td>III to IV</td><td>100%</td><td>Me rit</td><td>4 years of service</td><td>Interview & PAR</td><td>All eligible candidates</td></tr> <tr> <td>IV to V</td><td>100%</td><td>Me rit</td><td>3 years of service</td><td>Interview & PAR</td><td>All eligible candidates</td></tr> </tbody> </table>						Scale of Officer	Ratio	Crit eria	Eligibility	Selection Method	Zone of Selection	III to IV	100%	Me rit	4 years of service	Interview & PAR	All eligible candidates	IV to V	100%	Me rit	3 years of service	Interview & PAR	All eligible candidates
Scale of Officer	Ratio	Crit eria	Eligibility	Selection Method	Zone of Selection																		
III to IV	100%	Me rit	4 years of service	Interview & PAR	All eligible candidates																		
IV to V	100%	Me rit	3 years of service	Interview & PAR	All eligible candidates																		
4.7 Cooling Period:																							
the Committee recommends that after 3 attempts unsuccessful candidates in both the channels of promotion in all categories will be put on cooling period of two years.																							
4.8 Promotion to GM/ Chairman and placement :																							
- Atleast one General Manager in Category I / II RRBs should be posted out of RRB officers in Scale IV. - In the next 5-6 years, all the General Managers of RRBs should be from RRB cadre. - Selectively, the officers on promotion to Scale V could be considered as Chairman of RRBs in category I & II as per provision of 11(1)(b) of RRB Act, 1976. - While considering appointment as General Managers on promotion, such officers should not be posted in																							
Modified as follows :																							
Approved except that GM, RRB should be one stage above or equal to the highest level of branch manager/Regional Officer while the Chairmen will be one stage above the GM.																							

the parent RRB. A pool of very selected officers in Scale IV/V of all the RRBs sponsored by a sponsor bank may be prepared for being posted as General Managers in any of the RRBs sponsored by the same sponsor bank. i. By 2015, a common pool of officers in Scale IV & V of all RRBs sponsored by different sponsor banks on all India basis could be prepared for consideration of posting as General Managers and also as Chairman, in order to make the vision a reality.	The posting of Scale V officers of RRB as Chairman will be reviewed after 3 years when RRB officers become eligible to be promoted as Scale V officers.
4.9.3 Transfer Policy: While the Boards of RRBs will approve the transfer policy, the Committee recommends the following broad guidelines under which the policy of individual RRB's are to be framed. 44. Norms for transfer of Group 'A' Staff (Officers) 1. The Chairman will be the deciding authority for transfer of officers. However, if delegated, the General Manager in-charge of the HR Dept. can be the deciding Authority up to the officers in Scale II. 2. Officers in all categories are subject to transfer anywhere within the area of operation of the RRB 3. All new recruits other than officers with specialization should initially be posted in big branches for a normal tenure of 3 years before being given independent charge of a branch 4. The tenure of transfer of officers should normally be three years subject to business exigencies / Administrative requirements. 45. Norms for transfer of Group 'B' staff (Clerks) 1. The Chairman or if delegated, GM-in-charge of the HR department will be the deciding authority for transfer of clerical staff. In case of transfer within the area of operation of Controlling Office due to exigencies, the OIC of Controlling Office may be authorised for transfer. 2. Group 'B' staff is subject to transfer anywhere within the area of operation of 3 contiguous controlling offices. In case of RRBs having no Controlling Office, Group B staff is transferable within the area of operation of RRB 3. All new recruits preferably be posted in a big branches for a tenure of 2 years 4. The tenure for transfer should normally be 5 years subject to business exigencies / Administrative requirements. 46. Norms for transfer of Group 'C' staff (Office Attendants)	Approved with the modifications that Group B staff can be transferred to anywhere within the State.

1. The Controlling office-in-charge will be the authority for transfer. In case RRB has no Controlling Office, Chairman or the officer delegated by him will be the authority for transfer. 2. Group 'C' staff will be subject to transfer to any branch within the jurisdiction of the allotted Controlling Office. In case of RRB having no Controlling Office, Group C staff is transferable within the district. 3. The tenure for transfer of Group 'C' staff should normally be 7 years Inter Controlling office transfer of Group 'C' staff will be done by GM of HR department of Head Office	
47. 4.10.5 /6/7 Outsourcing of services in RRBs The Committee recommends that RRBs should outsource the following non-core functions i. Sweeping, cleaning & maintenance ii. Security iii. IT & software development and maintenance iv. Business facilitators and intermediaries v. Cash remittance vi. Courier service RRBs / branches in urban & semi urban areas should achieve the outsourcing in above areas within two years and branches of RRBs in rural areas should achieve the outsourcing in above areas, in three years time. Once the outsourcing of functions as stipulated in the report is achieved, the RRBs are to endeavour for outsourcing of other suitable functions	Approved. The list would be reviewed periodically by the sponsor banks.
4.11.1 Amendment of Regional Rural Banks Officers and Employees' Service Regulation, 2000 The Committee recommends a comprehensive review of the Service Regulations, 2000 to incorporate required changes by constituting a suitable Technical Committee.	Approved
5.7 Information Technology GOI may constitute a high powered Committee consisting, inter-alia, outside technical experts to study the issue in totality. Implementation of recommendations of the Committee will have an important bearing on assessment of human resources recruitment in RRBs.	RBI has constituted two Committees in connection with computerization in RRBs. The recommendations of these two Committees should be able to provide a clear road map for the RRBs in connection with computerization of their operations. All RRBs should implement CBS platform in a time bound manner.
6.2.3/6.3/6.4 Capacity Building & Training of RRB Staff 1. The Committee recommends that the sponsor banks may consider earmarking any one	Approved

training institute in any State or earmark one channel in the identified training institute which can cater to the training requirements of all RRBs, within the State or from the adjoining areas of adjacent state/s.	
2. The Committee is of the view that the RRBs may re-introduce the scheme of Mobile Job Trainers (MJTs) especially to cater to the training requirements on operational/ functional subjects in small branches where deputing staff for training would result in branch staff constraint/s.	Approved
3. The Committee recommends that the RRBs should have an exclusive training cell within the Personnel Department at Head Office to bestow more attention to training function	Approved



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HO/HRD/01/2008-09/

Date : 12.02.2009

**Chief General Manager,
Member Secretary,
Law Department,
National Bank for Agriculture
and Rural Development,
Mumbai**

Dear sir,

**Reg. : Report prepared by the committee for comprehensive review of
the model RRBs Officers and Employees Service Regulations 2000**

**I confirm having gone through the report of the committee and I
fully agree with the contents of the report.**

Yours faithfully

**(B.Mondal)
Chairman
& Member**