



NATIONAL CONFEDERATION OF BANK EMPLOYEES

(Registered Under Trade Union Act, 1926–Registration No.B-2334)

Registered Office & Head Quarters:

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CIRCULAR NO.28
TO ALL MEMBERS:

Date: 30.03.2012

HR POLICY IN RRBs

We reproduce hereunder the full text of UFBU Circular No.4, dated the 28th March 2012, issued by United Forum of Bank Unions, the contents of which are self-explanatory.

(M. V. MURALI)
GENERAL SECRETARY

"In accordance with the decision of the UFBU at its meeting held on 21.03.2012 at Mangalore, we have today sent a communication to the Govt. on HR policy in RRBs. A letter is reproduced for your information."

No.1367/05/12

Date: 28th March, 2012

Shri D.K. Mittal,
Secretary,
Department of Financial Services,
Ministry of Finance, Government of India,
3rd Floor, Jeevan Deep Building,
Parliament Street,
NEW DELHI - 110001

Respected Sir,

HR POLICY IN RRBs

"At the meeting of the UFBU held on 21.03.2012 at Mangalore, one of the issues deliberated was, Government of India instructions to CEOs of all Sponsor Banks on Operational Integration and Human Resource Development of RRBs through 20% deputation of RRB Officers in Scale I to IV to Sponsor Banks for a period of 3 years and cross deputation of officers of Sponsor Banks to RRBs.

2. The instructions are against the provisions of the RRB Act and RRB Staff Recruitment-cum-Promotion rules.

3. It is pertinent to take note of the following facts.

- (a) The allowances and benefits differ between RRBs and sponsor Banks, event though according to Section 17 (i) of the RRB Act, the Government of India has to issue instructions for revision of salary and other allowances, after each salary revision in Sponsor Banks. However, Government of India did not revise other allowances and benefits of RRB staff, after two successive salary revisions. This has resulted in wide disparity in allowances and perquisites between RRBs and Sponsor Banks.

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- (b) The officers of RRBs are governed by the RRB Officers' and Employees' Service Regulations 2010, which are totally different from Bank Officers' Service Regulations (OSR). The officers of Sponsor Banks on deputation to RRBs shall have to be paid higher allowances and leased housing accommodation, which would put avoidable extra financial burden on the exchequer of the RRBs. There is an urgent need to bring uniformity in other allowances, benefits and Service Regulations between RRBs and Sponsor Banks.
- (c) At a time, when RRBs are reeling under tremendous pressure of attaining viability and wiping out accumulated losses, the proposed move will be a drag on the profitability of the RRBs, because of payment of deputation allowances, other allowances, other benefits including retirement benefits for the deputation period to those deputed Sponsor Banks Officers, which invariably are higher than those payable to RRB Officers.
- (d) These instructions if implemented will generate lot of operational problems and demotivation, among the officers.

4. In view of the fore quoted constraints, we would request you to kindly withdraw the impractical order. In this regard, there is an urgent need to evolve a comprehensive manpower policy in the RRBs.

5. Therefore, UFBU has decided to request the Government of India, to review their earlier decision and to shelve the idea. We shall be glad if you will please do the needful."

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