



Chhattisgarh Rajya Gramin Bank Employees Association Chhattisgarh Rajya Gramin Bank Officer's Organisation

Affiliated with AIRRBEA

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General secretary - Ramesh Singh

General secretary - Rahul Kumar

Letter no. JF-10/2024-25

Date – 31.12.2024

To
The Chairman,
Chhattisgarh Rajya Gramin Bank,
Head Office, Nava Raipur
Chhattisgarh, chairman.crgb@cgbank.in

Ind REMINDER LETTER - REVISION OF PAY AND ALL ALLOWANCES - IMPLEMENTATION OF
12TH BIPARTITE / 9TH JOINT NOTE AT PAR WITH PSBs & LONG PENDING REVISION OF LOANS,
ALLOWANCES ETC.,

Please refer to our earlier letters vide Ltr. No. JF-07/2024-25 dated 16/11/2024, Ltr. No. JF-
08/2024-25 dated 18/11/2024 and Ltr. No. JF-09/2024-25 dated 25/11/2024 on implementation of
12th Bipartite / 9th Joint note and various earlier communication on revision of staff loans,
allowances etc.,

It is quite disheartening that even after repeated appeals to immediately implement the directions of Government of India vide No. 8/2/2024-RRB dated 08.07.2024, neither issued a revised comprehensive circular implementing the above directions, nor replied to above our letters on implementing the directions of Government of India. This attitude clearly exhibits your apathy in implementing the parity to RRB staff with that of PSBs, which was achieved from GOI after decades of long legal and organizational struggles.

Due to lack of proper communication by the Per & Hrd department, industrial relations are being strained and many issues raised by us stands unsettled. It leads to misunderstanding between the management and unions, resulting in industrial unrest. We have no hesitation in placing on record that the management is not at all interested in cordial industrial relations and is evading any mutual trust and faith in the staff in general and the Association / Union in particular, resulting in wide gap. Corrective measures should be taken up immediately to maintain fair and healthy industrial relations.

We regret, it is more than five months from the date of the above GOI orders that our bank being the profit earning bank in the country is lagging behind in implementing staff benefits / welfare measures and delaying the implementation of pending allowances of the 12th bipartite / 9th joint note, which is more frustrating to the rank and file of the bank.

We have been patiently waiting and making repeated appeals to implement the above order of the Government of India, with concern for the possible impact on the banks business. However, now, since over 5 months have lapsed and no positive movement is seen from your end, as a responsible trade union, and no option left, we are compelled to serve this remainder letter to you while once again appealing to you to immediately issue a revised comprehensive circular implementing the 12th bipartite / 9th joint note in true spirit.

In spite of your indifferent attitude towards the implementation of benefits to RRB staff, we fondly hope that you will avoid the industrial unrest and implement the directions of the GOI in letter and spirit in the interest of the bank and staff members.

Further, while the Government of India had at last issued above orders implementing the total parity of wages as per the directions of NIT award and as confirmed by the Hon'ble Supreme Court of India, the discrimination still continues at our RRB in extending the staff loans, allowances etc., at par with sponsor bank including all the terms and conditions of sanction of loans. In spite of several assurances, there is no improvement in the position for the past several years. The discrimination towards RRB staff is so humiliating that the loan limits of a Scale IV and V of RRB Office is just equal to that of Attendant of sponsor bank.

In this background, we place the following demands on implementation of 12th Bipartite/9th joint note as per the directions of Government of India vide No. 8/2/2024-RRB dated 08.07.2024 & Long pending revision of staff loans:

Defined Contributory Pension scheme (DCPS/NPS): - The bank has not included the instruction regarding the DCPS/NPS as mentioned in 12th bipartite settlement/9th joint note in the circular. The 14% NPS was paid by the bank in the month of august 2024 & Recovery of which has been done in the coming month, which is in violation of the instruction issued by the Finance department, GOI through the referred letter.

Special Pay: - The bank has not included the instruction regarding the "Special Customer Service Associate" as mentioned in 12th bipartite settlement.

Officiating Pay: - The allowance has not been implemented by the bank as per the standard operating procedure which was determined by IBA and approved by the Government of India.

Hill & Fuel Allowance: - The bank has not included the instruction regarding the Hill & Fuel Allowance as mentioned in 12th bipartite settlement/9th joint note in the circular. Please make necessary amendments in the circular issued by the bank for the eligible places (e.g. Mainpat, etc.) of our bank branches in the state of Chhattisgarh and make the payment of eligible allowance along with the arrears immediately from 01/11/2022.

Payment of Overtime Allowance: - The bank has not included the instruction regarding the Overtime Allowance as mentioned in 12th bipartite settlement/9th joint note in the circular.

Halting Allowance: - The allowance has not been implemented by the bank as per the effective date mentioned in the 12th bipartite settlement/9th joint note. The bank has implemented this allowance with prospective effect which is in violation of the instruction issued by the Finance department, GOI through the referred letter.

Staff loans: - The staff loans were not revised since many years. The limits, ROI and terms and conditions of sanction of all loans and advances to be implemented at par with sponsor bank. All the staff loans to be insured by the bank including staff OD & DL, Housing loan and public personal loan by paying the premium.

Sir, in other rural banks (APGB, MGB, ETC), the above allowances are being paid as per the instructions of the Ministry of Finance, Government of India. The information received by us under RTI Act is being attached with this letter.

Sir, you are aware that Government of India order has been issued in terms of Section 17(1) of the RRB Act 1976 to maintain parity of pay structure as per the legal pronouncements referred to above, but the action of our Bank Management does not reflect the same. Yes, it is very unfortunate. We expect from the management that by amending the circular issued by the bank, they should make efforts to make the payment of all the eligible allowances immediately as per the instructions issued by the Finance Department of the Government of India.

Therefore, we again request you to implement all the eligible allowances contained in the 12th bipartite settlement/9th Joint Note in full spirit and with retrospective effect as per the instructions contained in the Government of India order dated 08.07.2024.



Gen Secretary

CRGB OFFICERS ORGANISATION



Gen Secretary

CRGB EMPLOYEES ASSOCIATION

- Copy for his kind information and necessary action to :

1. Dr. M.P. Tangirala, Additional Secretary, Mof, DFS New Delhi – as-dfs@nic.in
2. The Chairman, NABARD, HO, Mumbai chairman@nabard.org
3. Sri Subrat Nanda, CGM, NABARD, HO & Convener, JCC on RRBs, NABARD, HO, Mumbaiidd@nabard.org
4. S. Venkateswar Reddy, Secretary General AIRRBEA, airrbeal@gmail.com
5. Dr. R.G. Meena Deputy Chief Labour Commissioner(Central) dyclcndl-mole@nic.in
6. RLC (C) RAIPUR, C.G. rlcraipur@nic.in