



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-18/2024-25

Dated - 17.03.2025

To,

The Chairman

Chhattisgarh Rajya Gramin Bank

Head Office - Nava Raipur, C.G.

Chairman.crgb@cgbank.in

APPOINTMENT FOR URGENT DETAILED DISCUSSION ON IMPLEMENTATION OF GOVT ORDERS IN TRUE SPIRIT REGARDING- MANPOWER PLANNING, FULL & PROPER IMPLEMENTATION OF 12TH BIPARTITE/9TH JOINT NOTE, COMPASSIONATE APPOINTMENT, E.T.C.

Ref: -

- 1 - GOI, DFS Letter No F.No.08/1/2022-RRB, dated - 01.03.2025
- 2 - GOI, DFS Letter No - 08/02/2024-RRB, dated - 08.07.2024
- 3 - NABARD Letter No - सं. राबै. आईडीडी.प्रका./1322/316/2022-23, दिनांक 17 - .03.2023
- 4 - IBA Letter No - HR & IR/BPS/2024/1341, dated - 17.08.2024
- 5 - NABARD letter No. NB. HO. IDD/332/RRB/316(Min. Wages)/2019-20 dated 20.06.2019 addressed to the Chairman, All RRBs.
- 6 - NABARD letter No. NB. HO. IDD /1015/RRB/314(IB)/2019-20 dated 22.01.2020 addressed to the Chairman, Tamil Nadu GB, HO. Salem, TN, copy forwarded, amongst others, to the Chairman, All RRBs with request to ensure that the vacancies of Scale V are filled as per the Mitra Committee recommendations.
- 7 - GOI, DFS Letter No - 08/01/2022-RRB, dated - 28.12.2022 8-NABARD direction to RRBs vide No. NB. HO. IDD. RRB/1045/316(Pay & Allowances) dated 30.12.2022

We are pained to bring it to your kind notice that in spite of our several follow up since last EIGHT Months no serious effort from Administration department to initiate for resolution of the issues raised vide the aforesaid letter is being noticed by us.

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, Ltr. No. JF-09/2024-25 dated 25.11.2024 and Ltr. No. JF-10/2024-25 dated 31.12.2024 on implementation of 12th Bipartite / 9th Joint note and various other demands related to staff welfare as per the directions of Government of India. We would like to draw your preferred attention and seek your immediate action with regards to the long pending demands mentioned in our letters.

Though clear-cut guidelines/directions from GOI and NABARD have been issued on most of the issues like Man-Power Planning, Wage revision at par with the 12th Bipartite/9th Joint note with all allowances, Transfer policy, etc., but the management has ignored or not bothered to comply with the directions of GOI/NABARD.

Please refer to the latest Government orders vide F.No.8/1/2022-RRB dated 4th March 2025, where in GOI has seriously instructed the RRBs to comply with the guidelines/instructions/policies advised by GOI in its letter and spirit, without any deviations. The tone of the GOI letter is very strong and straight, which is reproduce here

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“It has however, been observed that on several occasions in the past various RRBs have failed to comply with such directions issued by the Government in letter and spirit, which leads to indiscipline, absence of uniformity in applications of such directions across RRBs, avoidable litigations, widespread grievances and unrest amongst the RRB employees. In terms of the Govt. of India, Ministry of Finance letters quoted ibid, the regional rural banks are instructed to ensure scrupulous compliance of the central government guidelines/instructions/directions in a non-discretionary and uniform manner.”

Hence, we once again urge upon your kindness –

1. MANPOWER PLANNING RECRUITMENT & PROMOTION AS PER MITRA COMMITTEE REPORT -

We have been repeatedly representing to the management to follow the Mitra Committee Report strictly for putting in place Manpower Planning/Promotion/Recruitment as per the extant guidelines, so that functioning of Bank is not hampered resulting denial of proper customer service on one hand, and creating enormous work pressure on the staff members denying them promotion opportunities, on the other.

In this context, we also refer the text of NABARD Letter No. NB.HO.IDD.RRB Policy/1026/316/ (2022-23) dated 26.12.2022 addressed to all the RRBs, stating that Mitra Committee Recommendations can only be reviewed at the level of GOI/NABARD and should not be reviewed by Boards of the RRBs until further communication is received from DFS, GOI. This instruction was necessary in view of the fact that in some cases banks were being misguided by concerned Sponsor Bank Officials whimsically and to the detriment of RRBs and RRB staff. At present, which policy is being followed for creation of posts for promotion/new recruitment in the bank and it is not appropriate to keep the above policy-directives hidden from the employees of the bank. Please provide the prescribed policy-directives for creation of posts in promotion/new recruitment accepted by the Government of India and approved by the Bank Board.

2. (MOST URGENT) FULL & PROPER IMPLEMENTATION OF BIPARTITE SETTLEMENT GOI ORDER NO. 8/2/2024-RRB DATED 08.07.2024, INORDINATE DELAY IN FULL IMPLEMENTATION OF REVISED PAY AND ALLOWANCES OF EMPLOYEES & OFFICERS OF BANK PROVISO 2 OF SECTION 17(1) OF THE RRBS ACT, 1976.

In view of the facts and circumstances enumerated above, we urge upon your good self to take immediate and urgent steps to implement full & proper Government Order No. 8/2/2024-RRB dated 08.07.2024 vis-à-vis wage revision of officers and employees of our Bank strictly as per 12th BPS & 9th Joint Note maintaining the spirit of the order to endow full and complete parity without any deviation, as per pronouncement of the Hon'ble Apex Court and the specific direction of the Government of India in this respect. We regret, it is more than eight 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. In spite of your indifferent attitude towards the implementation of benefits to the 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.

During the talks held between the representatives of the organization and the management on 03.02.2025, you admitted your lack of awareness regarding several critical issues regarding the implementation of 12th Bipartite Agreement/9th Joint Note like the nationalized banks and requested a week to implement the pending allowances of 12th Bipartite Agreement/9th Joint Note with retrospective effect as per the instructions of the GOI. Yet despite this acknowledgement, no concrete action has been taken after 40 days of the meeting. What makes this even more appalling is that the CM(HR) was also present in that meeting when you have directed the concern department to resolve the pending issues of 12th bipartite/9th joint note, the concerned department only to backtrack later without any justification, for reasons known only to you. This continued inaction and blatant betrayal of trust is completely unacceptable.

3. COMPASSIONATE APPOINTMENT ON OFFICE ATTENDANT POST -

Many applications received for compassionate appointments were rejected by the bank on the grounds that the bank does not have any vacancy in the concerned post and that no appointment has been given to any application received for the post of office attendant for years, whereas as per the Mitra Committee Report approved by the Government of India, more than 100 posts are lying vacant. Appointment should be given immediately to all the rejected applications.

4. IMMEDIATELY STOP CONDUCTING MANDATORY LEARNING TEST FOR EMPLOYEES, WHICH IS NOT PROVIDED IN RRB RECRUITMENT CUM PROMOTION RULES OR IN SERVICE REGULATIONS 2013 -

On Promotion Policy – There exists a clear cut guideline in RRBs in this matter. We enclose copies of SBI letter No. A & S/RRB/SCK/1004 dated 25.01.2019 and no. A & S/RRB/SCK/266 dated 11.06.2019, speaking for themselves, for your kind perusal to see that the contents of these letters are beyond the prescribed rules framed by the GOI/NABARD, as a Sub-Ordinate Legislation approved by the Parliament. Latest instructions from SBI sent to RRBs suggest that those staff members who have already passed the Insurance Examinations are not required to sit for the Mandatory Learning Examination, they will be auto-qualified for the above and will get 10 marks out of 100 marks. This means that staff members have to devote their time and energy to do the job of SBI Life and SBI General to get promotion.

5. NEW AUDIT POLICY INTRODUCED BY THE BANK WHICH IS LINKED TO AARF IS A VIOLATION OF GOVERNMENT ORDERS-

In the aforesaid context we would like to draw your kind attention on clause 14 of the appointment and promotion rules 2017, which speaks as under: -

“Power to interpret: - The power to interpret these Rules shall vest in the Central Government and the Central Government may issue such administrative instructions or guidelines in consultation with the National Bank as may be necessary to give effect to and carry out the provisions of these rules or to remove any difficulty in their implementation”

6. IMMEDIATE WITHDRAWAL OF ALL DEPUTED OFFICERS IN THE SCALE OF IV/V, WHICH ARE PROMOTIONAL POSTS OF RRB OFFICERS AND STOP DEPUTING ANY OFFICERS IN THE AUDIT AND INSPECTION DEPARTMENT, WHICH IS INSULTING THE OFFICERS OF RRBs EVEN AFTER 50 YEARS OF ESTABLISHMENT OF RRBs-

NABARD Circular No. 168 dated 12.09.2008 duly approved by the GOI for implementation of revised Man Power policy as per Thorat Committee Report in RRBs, clearly mentioned that – “Scale IV - In the next 5-6 years, all the General Managers of RRBs should be from RRB cadre”.

As per Thorat Committee as well as Mitra Committee report **“Promotion up to Scale IV and Scale V have been allowed in RRBs under the RRBs Employees and Officers (Appointment and Promotion) Rules, 2010. The Scale IV/V officers of the RRBs could be appointed as General Manager of the RRBs. This will motivate the RRB Staff and officers.”** (Extract from NABARD order dated 12.09.2008).

We strongly oppose the recent developments regarding internal audit of our branches by deputing SBI auditors. This must be cancelled with immediate effect. It is a retrograde step when the need of the hour is to strengthen the capabilities of the RRB cadre and it undermines the RRBs internal auditors and its audit policies. The bank's internal audit is carried out by our internal auditors and since it is done as per the audit format insisted upon by the SBI corporate center, deputing auditors from sponsor bank is not a viable solution and may create more friction. Instead, internal auditors may be given periodic training and involvement in workshops to bring them up to date on the latest industry standard practices.

7. EX-SERVICEMEN RE-EMPLOYED IN THE BANK/WEIGHTAGE TO DEFENCE SERVICE FOR THE PURPOSE OF PROMOTION-

In context to the above captioned subject, the Joint forum of CRGBOO & CRGBEA has forwarded you the letter for Weightage to Defence Service for the Purpose of Promotion of Ex-servicemen employed in our bank. we have come across the above mentioned circular issued by our bank regarding provisional zone of consideration for promotion policy 2025-26. Bank has not considered the Govt. guideline regarding Weightage to Defence Service for the Purpose of Promotion of Ex-servicemen employed in our bank. We have come across circulars issued by some RRBs which have extended the aforesaid benefits as approved by the respective BoDs of the RRBs. The circulars of some RRBs regarding the captioned subject is already forwarded for your reference. You are therefore requested to kindly look into the matter and introduce an amendment or corrigendum in the Promotion schedule announced recently so that the benefits approved by the GOI should reach to all eligible ex-servicemen employees who are working in our bank for promotion year (2025-26) schedule.

8. REDUCTION IN FAMILY PENSION -

Government has enhanced the 'Family Pension' to 30% and removed the ceiling vide its letter referred above. Ceiling means the 'upper limit' and DFS has removed the clause of upper limit prescribed in Tables given in Form No III under Regulation No 37(1)(c). Government did not amend any provisions of 'Pension Regulations' and the minimum Pension Clause. Regulation No.37 (3)(a)(i) & (ii) says Family Pension have to be paid @50% of last drawn 'Pay' up to Seven years after death of deceased employee or till the employee attained the age of 65 years had he survived. Note at the end of Form III Says:

"Note: 4. In case the aggregate of basic family pension and additional family pension falls short of minimum pension the pensioner may be given minimum family pension -----". This Note (directions) also remains intact. Kindly note that none of the Clauses under Regulation No. 37 of 'Pension Regulations' 2018 are altered/amended. Particularly Regulation 37(3) is a special provision of social security of Family Pension for the hapless family members of deceased who died in harness, to tide over the distressed condition of the family due to untimely death of the bread-earner of the family. Hence the family pensioners who were getting pension as per Regulation No. 37(3) a & b shall continue to get the same till their eligibility and after that they will get as per Regulation 37(3)(c) as usual. Hence your action of reducing the family pension in this stage is unwarranted and without authority.

We have no hesitation in pacing on record that the Concerned department 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. In light of this continued negligence and deliberate inaction by the Department, we request you to immediately and seriously address the above mentioned critical and nonnegotiable issues.

Respected sir, in the context of the current order issued by the Government of India, the representatives of the Joint Forum are in favor of detailed discussions with you and for this, they demand immediate time so that a decision can be taken on all the demands before the payment of this month's salary.

If our demands are not met within a fixed timeframe with mutual consensus then as a responsible trade union, and no option left, we will be bound to go on agitation program, the details of which will be intimated in due course.

Yours faithfully



Rahul Kumar
General Secretary- CRGBOO



Ramesh Singh
General Secretary- CRGBEA

Copy to :

- The Additional Secretary, MOF, DFS, New Delhi – as- dfs@nic.in
- The Addl. Secretary (RRB Div.), DFS, New Delhi-01. – as – secy-fs@nic.in
- Mr. Sushil Kumar Singh, Director, GOI, MOF, DFS, New Delhi – as- rrb-banking@nic.in

- The Chairman< NABARD, HO, Mumbai – as-chairman@nabard.org
- Sri Subrat Nanda, CGM, NABARD, HO & Convener, JCC on RRBs, NABARD, HO, Mumbai- as-idd@nabard.org
- The Managing Director & Group Executives (A&S) – as – mdge.as@sbi.co.in
- The CGM (A&S), SBI, HO, MUMBAI – as- cgm.ans@sbi.co.in
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