



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

Affiliated with NFRRBO/NFRRBE(AIRRBEA)

B-122 Capital City Phase 2, Saddu Raipur -492014

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General secretary - Ramesh Singh

General secretary - Rahul Kumar

Letter No. – JF/23/2024-25

Dated – 19.04.2025

To,

The Chairman

Chhattisgarh Rajya Gramin Bank

Head Office – Nava Raipur, C.G.- AS- Chairman.crgb@cgbank.in

Dear Sir,

MANPOWER PLANNING – RECRUITMENT AND PROMOTION AS PER SK MITRA COMMITTEE REPORT – REQUEST FOR YOUR URGENT INTERVENTION FOR THE SUBJECT ON THE BASIS OF BUSINESS POSITION AS ON 31.03.2025

Ref- 1) NABARD Letter No: - IDD.RRCBD/1455/316(MN)/2014-15, Dated – 24.02.2015, addressed to all RRBs.

2) NABARD Ref No: - NB.HO.IDD/332/RRB/316(Min. Wages)/2019-20, Dated – 20.06.2019, addressed to all RRBs.

3) NABARD Ref No: - NB.HO.IDD/1015/RRB/314(IB)/ 2019-20, Dated – 22.01.2020, addressed to The Chairman, Tamil Nadu Grama Bank, copied to all RRBs.

4) NABARD Letter No: - IDD/RRB/446/316(JCC)/2020-21, Dated – 21.01.2021, addressed to all RRBs.

5) GOI, DFS Letter No: - F.NO./8/1/2022-RRB, dated – 04.03.2025

With reference to above it is state that manpower planning basically aims at maintaining and improving the organization's ability to achieve its goal by developing and utilizing human resources most effectively. It involves forecasting future staffing needs based on organization's strategic goals.

Despite our organization strong financial health, we are struggling under an escalating work load, exacerbated by significant employee attrition and limited recruitment. We currently operate with much higher customer to employee ratio than any other RRBs, which impacts service quality and heightens staff stress. The shortage of manpower, combined with increased workload, has placed employees in precarious situations where they are expected to perform beyond reasonable limits, frequently facing aggression from misinformed or impatient individuals.

Please note that in the above matter, all the data has been collected and calculated by our Joint Forum on the basis of the business of the bank as on 31.03.2025, which clearly reflects that there is a **total shortage of 1781 staff)Scale V-20, Scale IV-50, Scale III-309, Scale II-420, Scale-I-269, Off.Asst. -328, Off. Attend. -385)** in the bank.

Here you will see in Table-VIII of Annex-1 that there is provision for filling 100% vacancies in Scale-V, 100% vacancies in Scale-IV, 90% vacancies in Scale-III, 75% vacancies in Scale-II, 50% vacancies in Scale-I and 25% vacancies in Office Assistant through promotion and after filling these vacancies through promotion, to fill the present shortage of 1781 staff, it is necessary that as per the calculation attached, 1609 vacancies should be filled through promotion and 1781 vacancies should be filled through direct recruitment, after which the actual shortage of 1781 staff will be fulfilled.

It is surprising that ignoring the GOI / NABARD approved norms of Man Power Planning our Bank has made some whimsical norm of categorization of Branches, thus causing serious repercussion on the working environment of the organization, due to Man Power exercise made to reduce the actual vacancies in various cadres. The grave situation of the manpower deficit in the bank is not only alarming for business growth but also the aspirations of staff members for their career progression have been shattered day by day causing serious demotivation amongst the rank and file. Actual requirement of staff as per the Mitra committee report as approved by GOI is attached for your kind consideration.

We therefore request you to revisit the subject without any procrastination, and recalculate the Branch wise business for categorization and placement of staff strictly as per repeated clarification provided by NABARD in this regard, as indicated in the above referred consecutive communications from NABARD advising all RRBs to follow the Mitra Committee norms.

Expecting your urgent and necessary review to avoid uncongenial atmosphere in the Bank.

Thanking you

Yours faithfully



Rahul Kumar
General Secretary – CRGBOO



Ramesh Kumar Singh
General Secretary – CRGBEA

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