



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
Central Office AIRRBEA: Golders Green, Ground Floor, F-G Block, 1 Nazrul Islam Avenue
(VIP Road), Kaikhali, Kolkata 700 052
Email- crgboogs@gmail.com, union.crgbea@gmail.com
Mobile- 98515 54101 / 95461 41090

General secretary - Ramesh Singh

General secretary - Rahul Kumar

Letter No. – JF/35/2025-26

Date – 02.08.2025

To,

The Chairman

Chhattisgarh Rajya Gramin Bank

Head office- Nava Raipur- as- chairman.crgb@cgbank.in

Dear Sir,

REQUEST FOR URGENT MEETING REGARDING ARBITRARY DEVIATION FROM GOI-APPROVED HR POLICIES ON RECRUITMENT AND PROMOTIONS IN RRBs.

References:

1. F. No. 7/8/2025-RRB, Ministry of Finance, Department of Financial Services (RRB Section), Government of India, dated 31.07.2025
2. RTI Reply from NABARD dated 20.05.2022 confirming that only the Government of India has the authority to modify HR policy norms in RRBs
3. NABARD Circular No. 168/IDD–13/2008 dated 12.09.2008 – Thorat Committee Report on HR Policy for RRBs
4. NABARD Circular No. IDD.RRCBD/1455/316(MN)/2014-15 dated 24.02.2015 – Implementation of the S.K. Mitra Committee Report
5. Our Joint Forum Letter No. JF/23/2024-25, dated 19.04.2025

We are compelled to draw your urgent attention to the ongoing and deliberate deviation from the Government of India–approved Human Resource (HR) policies in our Bank, particularly regarding the determination of vacancies for recruitment and promotions, and the associated manpower planning processes.

According to NABARD Circular dated 12.09.2008, the authority to create posts in RRBs vests exclusively with the Board of Directors, to be exercised in alignment with the joint guidelines issued by the Central Government, RBI, NABARD, and the Sponsor Bank—not unilaterally. This position remains unchanged as per the updated HR Policy communicated through NABARD Circular dated 24.02.2015.

However, it is a matter of grave concern that since 2019, the Corporate Office of the State Bank of India in Mumbai has altered the categorization of branches in Chhattisgarh Rajya Gramin Bank in violation of the S.K. Mitra Committee recommendations. Consequently, the calculation and publication of vacancies for promotion and recruitment have not been made as per the approved norms.

This deviation has led to the unjustified curtailment of posts, adversely impacting staffing across the Bank. As a result, a significant workload burden has fallen on existing employees. There are presently several branches operating with only two staff members, severely compromising service delivery and operational efficiency.

As of now, there exists a shortage of 1,781 staff members in the Bank. For context:

- In the year 2016, the Bank’s total business (deposits + advances) stood at ₹10,605 crore with a staff strength of 2,666.
- In 2025, total business has grown to ₹27,849 crore, while staff strength has declined to just 2,293.

This clearly demonstrates that despite substantial growth in business, promotions and fresh recruitments have not been conducted in accordance with the Mittra Committee Report. Such actions are not only unlawful but also indicative of a concerning disregard for regulatory norms and institutional governance.

The consequences of these actions are severe and include:

- Denial of timely recruitment and promotional opportunities to eligible staff
- Arbitrary and unjustified under-staffing of Scale II, III and IV branches
- Failure to establish critical departments and appoint departmental heads

The continued disregard of Government of India-approved HR policies, especially the Mittra Committee recommendations, undermines the structural integrity, growth potential, and efficiency of the RRB system.

In light of the above, we respectfully request that an urgent meeting be convened with your good self to:

- Address the above-mentioned violations,
- Ensure full and immediate compliance with the Government of India's directives dated 31.07.2025, and
- Prevent further arbitrary actions by the Sponsor Bank in matters that fall exclusively under the jurisdiction of our Board.

We trust you will treat this matter with the seriousness it warrants and take immediate steps to arrange the requested meeting. We would be grateful if you could arrange a meeting at your earliest convenience. We confident that your guidance and support will be instrumental in ensuring the successful implementation of this initiative.

Yours faithfully



Rahul Kumar
Gen. Secretary-CRGB00



Ramesh Kumar Singh
Gen. Secretary-CRGBEA

Copy to:

1. The Board of Directors, Chhattisgarh Rajya Gramin Bank, Nawa Raipur
2. The Joint Secretary, Department of Financial Services, Ministry of Finance, Government of India – as - jsfil-dfs@nic.in
3. The Chief General Manager, NABARD, IDD, HO & Convener, JCC on RRBs, Mumbai – as - idd@nabard.org
4. The Managing Director (Associates & Subsidiaries), SBI Corporate Centre, Mumbai – md.cr@sbi.co.in ; cgm.ans@sbi.co.in
5. Mr. S. V. Reddy, Secretary General, AIRRBEA – as airrbea1@gmail.com