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/37/2025-26 Date – 04.08.2025

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

Dear Sir,

LONG PENDING ISSUE -REQUEST FOR RATIONALIZATION OF STAFF LOAN TERMS, INTEREST RATES, AND ELIGIBILITY IN LINE WITH SPONSOR BANK – ENCLOSED COMPARATIVE CHART

We write this representation with the collective voice of the staff who have served our bank with dedication, resilience, and unmatched commitment, especially post the amalgamation that created a stronger and more profitable regional rural bank. Our performance, discipline, and loyalty have consistently reflected in the sustained profitability of our bank, placing it among the top-performing RRBs in the country. Yet, despite this track record, it is unfortunate that the staff of CRGB (SBI-sponsored RRB) remain deprived of loan terms and benefits which are already in place for employees of other RRBs and even our own sponsor bank – SBI.

We hereby present a comparative chart and a detailed proposal to rationalize the staff loan structure, bringing it at par with our sponsor bank. We also aim to outline the positive implications of such rationalization, which will not only boost employee morale but will also strengthen financial discipline and long-term retention.

1. **Staff Housing Loan – Need for Equal Treatment:**

SL NO	CATEGORY	RRB STAFF LIMIT	SBI STAFF LIMIT	RRB INT RATE	SBI INT RATE
1	SUB STAFF	RS.30.00 LAKHS	RS.60.00 LAKHS	6.95%	5.00%
2	OFF. ASST.	RS.40.00 LAKHS	RS.80.00 LAKHS	6.95%	5.00%
3	OFFICERS(I-III)	RS.60.00 LAKHS	RS.120.00 LAKHS	6.95%	5.00%
4	OFFICERS(IV-V)	RS.60.00 LAKHS	RS.150.00 LAKHS	6.95%	5.00%

It is pertinent to highlight that a Sub Staff in SBI is eligible for a housing loan limit equal to that of a Scale V Officer in our bank, which clearly reflects the gravity of the disparity.

In addition to the quantum disparity, there is an unjust restriction imposed on RRB staff to avail of housing loans in other states only for SBI-approved projects, which is not applicable in other RRBs. This severely restricts staff from settling or investing in their native places or other locations for their families' welfare. We propose that, like SBI, our bank may utilize outsourced empaneled verification agencies for land/building verification, thereby ensuring risk mitigation without curbing staff rights.

In line with the practices followed by our sponsor bank, we request that the Staff Housing Loan be mandatorily covered under a **Loan Protection Scheme**. This safeguard, already implemented in SBI, ensures financial security to the employee and their family members in the unfortunate event of unforeseen circumstances such as death or permanent disability. It not only protects the borrowing employee from undue liabilities but also secures the bank's interest by ensuring risk mitigation.
Introducing a similar mandatory loan protection cover for staff housing loans in our RRB will provide peace of mind to employees and uphold financial responsibility and continuity in repayment without hardship to the family.

2. **Introduction of a 3:1 Repayment Ratio:**

The 3:1 repayment ratio refers to a repayment model where the total loan tenure is divided into four equal periods. Three of these periods are allocated for principal repayment and one for interest repayment. This structured repayment mechanism ensures that principal is recovered earlier, reducing the overall interest burden over time, while also improving repayment efficiency and financial planning for staff.

Positive Impact:
- This small change can substantially increase loan eligibility without increasing EMI burden.
- Reduces financial pressure on employees while ensuring steady repayment.
- Significantly enhances loan eligibility without raising EMI burden.

3. **Vehicle Loan – Quantum & Rate Disparity:**

SL NO	CATEGORY	RRB STAFF LIMIT	SBI STAFF LIMIT	RRB INT RATE	SBI INT RATE
1	OFF. ASST.	RS.6.50 LAKHS	RS.15.00 LAKHS	6.95%	5.50%
2	OFFICERS	RS.10.00 LAKHS	RS.20.00-25.00 LAKHS	6.95%	5.50%

As per the current structure, the eligible quantum and interest rates under the staff vehicle loan scheme are significantly lower for CRGB staff compared to their SBI counterparts. This wide gap in entitlement exists despite CRGB staff working under the same sponsor umbrella, contributing diligently towards the growth and profitability of the bank. The staff of CRGB (SBI-sponsored RRB) are entrusted with similar roles and responsibilities but continue to face financial disadvantages when it comes to availing of staff benefits.
With the rising cost of modern vehicles—driven by enhanced safety, fuel efficiency, and environmental compliance—this limited loan ceiling is inadequate for staff wishing to purchase reliable transportation for professional and personal use. Furthermore, our employees' repayment capacity has increased due to regular salary increments and the recent wage revision which resulted in a 15% increase in gross salary. These factors warrant a revision in the loan limit and rate of interest in parity with SBI.

4. **Personal Loan – Quantum & Rate Disparity & Immediate Reforms Needed:**

<table>
<tr><th>SL NO</th><th>CATEGORY</th><th>RRB STAFF LIMIT</th><th>SBI STAFF LIMIT</th><th>RRB INT RATE</th><th>SBI INT RATE</th></tr>
<tr><td>1</td><td>SUB STAFF WITH SERVICE >3YRS <5YRS</td><td>RS.1.00 LAKHS</td><td rowspan="3">RS.5.00 LAKHS (2 YEARS OF UNINTERUPTED SERVICE)</td><td rowspan="5">8.00%</td><td rowspan="5">5.95%</td></tr>
<tr><td>2</td><td>SUB STAFF WITH SERVICE >5YRS <10YRS</td><td>RS.2.50 LAKHS</td></tr>
<tr><td>3</td><td>SUB STAFF WITH SERVICE >10YRS</td><td>RS.4.25 LAKHS</td></tr>
<tr><td>4</td><td>OFF. ASST. WITH SERVICE >3YRS <5YRS</td><td>RS.2.00 LAKHS</td><td rowspan="2">RS.10.00 LAKHS (2 YEARS OF UNINTERUPTED SERVICE)</td></tr>
<tr><td>5</td><td>OFF. ASST. WITH SERVICE >5YRS <10YRS</td><td>RS.4.00 LAKHS</td></tr>
</table>

6	OFF. ASST. WITH SERVICE >10YRS	RS.6.50 LAKHS			
7	OFFICERS WITH SERVICE >3YRS <5YRS	RS.4.00 LAKHS	RS.15.00 LAKHS (2 YEARS OF UNINTERUPTED SERVICE)		
8	OFFICERS WITH SERVICE >5YRS <10YRS	RS.8.00 LAKHS			
9	OFFICERS WITH SERVICE >10YRS	RS.11.00 LAKHS			

We request a revision in the Staff Personal Loan policy in the following aspects, in order to bring it in line with modern financial practices and the policies of our sponsor bank (SBI):

- **Enhancement of Loan Limit:** The current loan ceiling is insufficient to meet genuine needs such as education, medical emergencies, or family obligations. The limit may be raised to ₹15-20 lakh or more depending on service and designation.
- **Removal of 50:50 Split Clause:** At present, the personal loan is compulsorily divided into 50% term loan and 50% overdraft. This clause often complicates usage and repayment. We request complete flexibility in how the loan is structured, as per the borrower's needs.
- **Abolition of Guarantor Requirement: While repayment is ensured through salary deduction, requiring a guarantor adds unnecessary procedural delays and discourages eligible staff from availing of personal loans. In SBI and other RRBs, this clause has already been removed. We seek immediate withdrawal of this condition.**

Revising these parameters will significantly reduce procedural bottlenecks, provide financial comfort to employees in times of need, and ensure parity with sponsor bank practices.

5. **Loan Eligibility Relaxation for Ex-Servicemen Staff:**

We request that ex-servicemen employees be provided relaxation from the minimum service tenure requirement for eligibility under Staff Housing, Personal, Vehicle, and other staff loan categories. These individuals bring with them a strong background of discipline, financial prudence, and a consistent government service record. Their posting in the bank is typically done under resettlement provisions, and their repayment capacity is significantly higher due to their pension and prior savings.

Considering these factors, we propose that all ex-servicemen staff, upon confirmation of employment, be granted immediate eligibility to avail of staff loans, without being subject to the minimum service condition. This step will acknowledge their prior service to the nation and support their smooth integration into civilian employment with dignity.

6. **Interest Rate Disparity Among All Products of Staff Loans – A Long-Standing Injustice:**

It is a matter of serious concern that for the past several years, only in CRGB (SBI-sponsored RRBs), staff members are being charged higher interest rates on staff loans compared to those applicable to employees of the sponsor bank (SBI) itself. This is in stark contrast to the practices followed by other RRBs, where staff are extended loan benefits at par with their respective sponsor banks in terms of interest rates.

This prolonged disparity not only affects the financial well-being of our staff but also creates a deep sense of inequality and dissatisfaction among employees who have consistently contributed to the growth and success of the bank. We urge the management to immediately align the interest rates charged to staff with those of the sponsor bank, in the same manner as is being practiced in other RRBs across the country.

7. **Introduction of Staff Consumer Loan Facility:**

In view of the increasing need for digital access and household efficiency, we propose the introduction of a Staff Consumer Loan Scheme for the purchase of essential items such as mobile phones, laptops, and household appliances.

In several Public Sector Undertaking (PSU) banks, including our sponsor bank (SBI), such loans are extended to staff members at zero interest or highly subsidized negotiated rates, repayable over a period of three to five years. Unfortunately, such a facility is completely absent in our RRB, despite the staff handling technologically intensive tasks and delivering performance under competitive benchmarks. We are requesting the management to implement a similar scheme with negotiated rate of interest (ROI) or even interest-free instalments, in line with the sponsor bank and other PSUs, to boost staff welfare, digital connectivity, and overall operational readiness.

We urge the management to consider the above points not merely as demands but as investments into the well-being and retention of a loyal workforce. Ensuring parity with sponsor bank standards will lead to better satisfaction, performance, and commitment from staff.

We look forward to your positive response and timely action on the matter. A copy of this representation is also being submitted to the Hon'ble Board of Directors for consideration.

Yours faithfully

Rahul Kumar
Gen. Secretary-CRGBOO

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 – as- md.cr@sbi.co.in ; cgm.ans@sbi.co.in
5. Mr. S. V. Reddy, Secretary General, AIRRBEA – as - airrbea1@gmail.com
6. Mr. Rounak Tripathi, Convener, Coordination Committee Of SBI Sponsored RRBs - as – rounakt959@gmail.com ; indksrk2011@gmail.com