

F.No. 8/1/2021-RRB  
Government of India  
Ministry of Finance  
Department of Financial Services

Jeevan Deep Building, Parliament Street,  
New Delhi-110 001.  
dated the 1<sup>st</sup> April, 2021

To

The Chairmen/Chairpersons of all Regional Rural Banks.

**Sub: Revision of Pay and Allowances of Regional Rural Banks' employees under Proviso 2 of Section 17(1) of the Regional Rural Banks Act, 1976-regarding.**

Sir(s)/Madam(s),

In exercise of the powers conferred under second proviso of Section 17(1) of the Regional Rural banks Act, 1976, Central Government, consequent upon the revision of the wages/pay structure of the workmen/officers employees of the nationalized commercial banks in terms of the 11<sup>th</sup> Bipartite Settlement, determines the pay scales of employees/officers of RRBs as follows:-

1. Pay Scales and Dearness Allowance: Pay scales and Dearness Allowance of RRB employees as on 1.11.2017 would be equal to the corresponding categories of employees of the nationalized commercial banks. Pay for the purpose of DA, HRA and superannuation benefits shall mean basic pay, stagnation increments, special allowance, graduation pay, professional qualification pay and officiating pay, if any. The date of applicability of the above pay/allowances will be as per the respective dates mentioned in 11<sup>th</sup> Bipartite Settlement/8<sup>th</sup> Joint Note signed on 11<sup>th</sup> November, 2020.
2. House Rent Allowance(HRA) and City Compensatory Allowance(CCA): HRA and CCA would be payable at the same rate as applicable to the corresponding categories of employees in the nationalized commercial banks w.e.f 1.11.2017.
3. The 'other allowances' will be payable as per the instructions issued vide this Department's letter No.8/1/2015-RRB dated 20<sup>th</sup> October, 2016, issued to all RRBs, wherein other allowances have been bifurcated into two Parts; Part-I allowances may be payable to employees/officers of RRBs equal to the corresponding categories of employees of the nationalized commercial banks and Part-II allowances may be decided by Sponsor Banks in consultation with RRBs. Effective date of implementation of these Part-I allowances shall be as specified in the 11<sup>th</sup> Bi-Partite Settlement/8<sup>th</sup> Joint Note.
4. The 'other allowances/benefits' introduced in the 11<sup>th</sup> BPS for the first time, will be examined once a decision is taken on restructuring of RRBs and the same will be conveyed in due course.

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5. The payment on account of arrears of the wage revision will be made in two equal instalments at six months interval, the first instalment to be released in the last quarter of FY 2021-22.
6. The RRBs may issue an order indicating the revised pay scale in respect of each category of employees after seeking the approval of their Board of Directors.
7. A copy of the order issued in this regard may be endorsed to this Department as well as to NABARD for information and record.

Yours faithfully,

AK Das

(A.K. Das)

Deputy Secretary to the Government of India  
Tel. 011-23748736

Copy to:

1. Chairman, NABARD, Head Office, Mumbai
2. CGM, RPCD, RBI, Head Office, Mumbai.
3. The Chief Executive, IBA, Mumbai.
3. CMDs/MDs, all Sponsor Banks of RRBs.

AK Das

(A.K. Das)

Deputy Secretary to the Government of India