

ARYAVART BANK WORKERS ORGANISATION**ARYAVART BANK OFFICERS ORGANISATION**

(Affiliated to: AIGBWO, AIGBOO, BMS)

केन्द्रीय कार्यालय
59, सी स्कीम, पटेल नगर
सरदार पटेल मार्ग, जयपुर (राजस्थान)

कार्यालय
291, बेगम बाग,
सीतापुर (उ०प्र०)

प्रांतीय, कार्यालय
माल रोड़ 2, नवीन मार्केट,
कानपुर (उ०प्र०)

Web: <https://abwoo.org>
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Date: April 09th, 2021

Sri Debashis Panda,
Secretary [Financial Sector],
Government of India,
Ministry of Finance,
Department of Financial Sector,
Jeewan Deep Building,
Parliament Street,
New Delhi 110 001.

Through Chairman/ Regional Manager

Sir,

Sub. : Agitation-Order No. F.No.8/1/2021-RRB dated April 01, 2021 under Proviso 2 of Section 17[1] of the Regional Rural Bank Act, 1976- Determination of Pay Scales of Employees/ Officers of Regional Rural Banks and Pending legitimate demands/Issues

Bharatiya Mazdoor Sangh Industrial Units All India Gramin Bank Workers Organisation and All India Gramin Bank Officers Organisation served notice of Agitation, in accordance with provision contained in the Industrial Disputes Act, 1947, Officers and Employees working in 43 Regional Rural Banks will participate in Agitation Program me viz. Black Badge Wearing 05th-09th April, 2021, Lunch Time/ Day End Demonstrations in front of RRBs HQs on April 09th, 2021- Memorandum to Secretary[FS] & Chairman, NABARD ; Dharna & Demonstration, RRB HOs- Memorandum to FM on April 19th 2021: AIGBOO/ AIGBWO Visit in NABARD & Sponsor Bank HOs at Mumbai on 26th & 27th April, 2021 & ultimate leg being One Day Nation Wide Strike on May 17th, 2021 to protest against GOIs' Xlth Bipartite Settlement/ Joint Note Wage Revision Tinkered Notification dated April 01st, 2021 and establishment of " Rashtriya Gramin Bank", in support of / stress Long pending Legitimate demands pertaining to RRBs.

Accordingly, being an affiliate unit, first phase of agitation viz. Black Badge Wearing 05th-09th April, 2021 commenced country wide observed and today i.e. April 09th, 2021 in support of long pending legitimate demands in general and to lodge our outright disagreement and anguish as regards aforementioned orders particularly Para 3,4 & 5 , which in our considered opinion is an axiom of acting in utter disregard to Apex Court Judgment/s dated 31.01.2001 and 07.03.2002 respectively, according to which GOI has to take a decision within reasonable time and most importantly bearing in mind the conclusions of the Apex Court maintaining therein so called " Parity", present order is testimony of tinkering with " Parity", in particular, rectified comprehensive orders in supersession to April 01st, 2021 orders, abiding with mandamus of Apex Court and maintaining Parity in the matters of "Pay including Computer Increment/FPP, Salary, Allowances and All Other Benefits be issued, staged.

Main issues, in brief, are as follows:

Release of Allowances & all Other Allowances:

The National Industrial Tribunal, constituted by the Government of India, on the direction of Honorable Supreme Court of India, pronounced its 'AWARD' on 30.04.1990, awarding therein 'Parity' on par with Sponsor Banks in matters of Pay, Salary, Allowances and All Other Benefits w.e.f. 01.09.1987 to Officers and Employees of RRBs.

GOI implemented the AWARD in the year 1991 followed with 1993 orders as detailed in Annexures VI & III, subsequently Parity, tinkered and many allowances and benefits viz. Travelling & Diem Allowance, Officiating Allowance, SWO [B] Allowance, Gratuity, Closing Allowance, Loans for purchase and construction of House, Conveyance Loan, Leave Rules 270 days PL accumulation, reimbursement of actual conveyance expenses incurred for official duties.

Dream India: Clean India, Green India**(भारत माता की जय)**

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Computer Increment/ FPP:

Government of India, Ministry of Finance, Department of Financial Services vide their letter No. F. No. 11/10/2011-RRB dated 14 March, 2011, communicated that the Computer Increment be extended to the RRB employees, the effective date for same could be the month in which RRB attains the 100% CBS status for all its branches.

Despite of aforementioned communication inter alia GOI Orders dated 25.04.2001, 17.04.2001 and 25.10.2005 respectively according to which Computer Increment not only forms part of Pay but also attract DA, it has not been implemented in many of RRBs.

Compassionate Appointment:

In the month of August, 2014, Ministry of Finance, DFS, issued orders allowing PSBs to appoint employees on Compassionate Grounds. While implementing the Scheme in RRBs, coverage from the date of adoption by the Board, whereas, in the year 2006 GOI has decided to implement Compassionate Appointment Scheme as was applicable in PSBs at that time, subsequently clarified that all previous pending applications are to be dealt with in terms with revised guidelines. Accordingly, similar clarification may please be issued in order to entertain all those applications which falls between 05.08.2014 till date of adoption to be absorbed prospective, by the respective Board/s..

Graduation Increments Arrear Payment in Madhya Pradesh Gramin Bank

GOI has issued instructions to RRBs to pay Graduation Increment since it forms part of Pay. Accordingly, the same was implemented by RRBs including Central Madhya Pradesh Gramin Bank after initial hitch but the arrears accruing thereupon are yet to be paid. During course of bilateral discussions with Chairman, Madhya Pradesh Gramin Bank, revealed that in wake of the decision taken be the Board of erstwhile Central Madhya Pradesh Gramin Bank not to make arrears payment, present RRB on this pretext withhold the payment, though the Provision of the same is reported to be accounted for by the Central Madhya Pradesh Gramin Bank.

Therefore, Madhya Pradesh Gramin Bank be instructed to make arrears payment, forthwith.

IVth Pay Commission fitment benefits to the employees of Baroda Kshetriya Gramin Bank as resolved by the Board of BRKGB Sponsored by BOB be expedited.

Set up Rashtriya Gramin Bank:

On 05.08.2014, AIGBWO & AIGBOO presented detailed proposal to then Honorable Finance Minister Sri Aun Jaitley Ji and also on 05.09.2019 before Smt. Nirmala SithaRaman Ji, Hon'ble FM regarding 'Rashtriya Gramin Bank' by amalgamating 56 RRBs, as recommended by Standing Committee/s of Finance viz. IVth & 55th Report/s submitted in Parliament in December, 1993 and December, 2003, respectively.

Regularisation of Messengers, Absorption of PTS, Sweepers:

As per NIT Award Para 4.410 for permanent nature of work, services of one Permanent Messenger in every RRB branch be regularized but recently in violation of ILO convention resolution duly adopted by the State as well as Apex Court Judgment, RRBs be instructed to regularize the messengers inter alia the practice of Office Boys be discontinued forthwith in the Cyber Security prospective, too.

Relax Promotion & Appointment Rules as per Sponsor Banks:

To arrest attrition rate by having bright career progression prospective the Promotion Rules be made similar to Public Sector Bank [Sponsor Bank] employees.

Pension to the RRB Staff:

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Pension Scheme in the line with the Pension Scheme formulated for the employees of 58 Nationalised Commercial Banks in terms with the Memorandum of Settlement dated 29.10.1993 for RRB Employees which includes/ encompasses Computer Increment, too, without any discrimination, Pension Option to all till date of notification as been done in PSBs in 1995, cut off date, VRS optee, be expedited.

We, therefore, request to intervene in the matter personally to resolve the issues expeditiously.

Yours Sincerely



[Pravin Kumar Singh]
General Secretary
Workers



[Lalit Singh]
General Secretary
Officers

Copy to: Chairman, NABARD for perusal and pragmatic approach in the matters.