

**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>  
off.Email: [bms@abwoo.org](mailto:bms@abwoo.org)

Date: April 19<sup>th</sup>, 2021

**Smt. Nirmala Sitharaman Ji,**  
**Honorable Finance Minister,**  
**Government of India,**  
**New Delhi 110 001.**

Through Chairman/ Regional Manager

Respected Madam,

**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, Formation of Rashtriya Gramin Bank 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 launched Agitation Program me viz. Black Badge Wearing 05<sup>th</sup>-09<sup>th</sup> April, 2021, Lunch Time/ Day End Demonstrations in front of RRBs HQs/ ROs on April 09<sup>th</sup>, 2021- Memorandum to Secretary[ FS] & Chairman, NABARD ; Dharna & Demonstration in front of RRB HOs- Memorandum to FM on April 19<sup>th</sup> 2021: AIGBOO/ AIGBWO Visit to NABARD & Sponsor Bank HOs at Mumbai on 26<sup>th</sup> & 27<sup>th</sup> April, 2021 & ultimate leg being One Day Nation Wide Strike on May 17<sup>th</sup>, 2021 to protest against GOIs' XIth Bipartite Settlement/ Joint Note Wage Revision Tinkered Notification dated April 01<sup>st</sup>, 2021 and establishment of " Rashtriya Gramin Bank", in support of / stress Long pending Legitimate demands pertaining to RRBs.

Accordingly, being an affiliate unit, in first phase of agitation viz. **Black Badge Wearing 05<sup>th</sup>-09<sup>th</sup> April, 2021** followed with Lunch time/ Day end Demonstrations on **April 09<sup>th</sup>, 2021 in support of long pending legitimate demands in general and to lodge our outright disagreement and anguish against DFS orders dated 01.04.2021, particularly Para 3[ Other Allowances], 4[ other allowances/ benefits introduced in XI Bipartite Settlement] & 5[ Payment of arrears] , 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", whereas, present order is testimony of tinkering with " Parity", rectified comprehensive orders in supersession to April 01<sup>st</sup>, 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, countrywide, successfully.**

Today, in third phase of our agitation, in the back drop of second severe corona wave, Dharna & Demonstrations in front of RRB HOs and ROs, abiding with Covid Pandemic Protocol/ SOP issued by the concerned State Governments, with confidence that your good-self will look into personally and DFS Officials will be directed to issue rectified comprehensive orders which includes other allowances and other benefits at par with Sponsor Banks, arrears payment, in supersession to April 01<sup>st</sup>, 2021 orders abiding with Apex Court orders maintain 'Parity' and initiate process of establishment of Rashtriya Gramin Bank.

It is pertinent to place on record that on March 10<sup>th</sup>, 2021, BMS delegation led by top dignitaries Sarva Sri Vinay Kumar Sinha Ji, All India General Secretary; B.Surendran Ji, All India Organising Secretary and Girish Chandra Arya Ji, All India Secretary & Financial Sector In- Charge and had discussions about Wage

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**Revision Notification of XIth Bipartite/ Officers Joint Note for RRB Officers and Employees and Formation of Rashtriya Gramin Bank and other issues related to Financial Sector.**

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.

**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 pertaining to/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 by 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.**

**IV<sup>th</sup> Pay Commission fitment benefits to the employees of Baroda Rajasthan 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

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Finance viz. IVth & 55<sup>th</sup> 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 prespective, 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:**

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' at 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.

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, Leave Encashment to VRS optee, be expedited.

We, therefore, request your good-self to intervene in the matter personally and direct DFS officials to issue rectified Comprehensive orders maintaining 'Parity', forthwith apart-from initiating process of formation of Rashtriya Gramin Bank.

Yours Sincerely

[ Pravin Kumar Singh ]  
General Secretary  
Workers

[ Lalit Singh ]  
General Secretary  
Officers

**Copy to:**

1. The General Secretary, Bharatiya Mazdoor Sangh, Central Office, Dattopant Thengdi Bhawan, Deen Dayal Upadhyay Marg, New Delhi
2. The General Secretary, AIGBWO/ AIGBOO, Central Office, 59, Patel Colony, S.P. Marg, Jaipur 302 001.