



Saptagiri Grameena Bank
(Public Sector RRB : Sponsored by Indian Bank)

సప్తగిరి గ్రామీణ బ్యాంక్

**RECRUITMENT AND PROMOTION
POLICY**

2024-25

H R M DEPARTMENT

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This policy is designed in accordance with the Gazette notification of Government of India, MINISTRY OF FINANCE (Department of Financial Services) dated **29th March, 2017** in exercise of the powers conferred by section 29 read with section 17 of the Regional Rural Banks Act, 1976 (21 of 1976) and in supersession of the Regional Rural Banks (Appointment and Promotion of Officers and Employees) Rules, 2010, except as respects things done or omitted to be done before such supersession, the Central Government, after consultation with the National Bank and the Sponsor Banks, hereby makes the following rules, namely:-

1. Short title and commencement

- (1) These Rules may be called the Saptagiri Grameena Bank (Appointment of Officers and Employees) Rules, 2017.
- (2) They shall come into force on the date of their publication in the Official Gazette.

2. Definitions

- (1) In these rules, unless the context otherwise requires,
 - (a) "Act" means the Regional Rural Banks Act, 1976 (21 of 1976)
 - (b) "Approved Agency" means the Institute of Banking Personnel Selection or any other agency approved by the Central Government for
 - (i) conducting examination (written or on-line) and interview for selection of the candidates by direct recruitment to the Group 'A' posts specified in column (3), against serial numbers 1, 2 and 3, of the First Schedule and
 - (ii) for conducting examination (written or on-line) to Group 'B' posts specified in column (3), against serial number 6, of the First Schedule;
 - (c) "Committee" means the Committee constituted by the Board under rule 8
 - (d) "Schedule" means any one of the Schedules to these rules
 - (e) "Sponsor Bank" means the Sponsor Bank specified in column (3) of the Second Schedule which sponsors the Regional Rural Banks specified in the corresponding column (2) thereof.

- (2) All other words and expressions used in these rules and not defined but defined in the Act shall have the meanings respectively assigned to them in the Act.

3. Category of posts

The category of posts to which officers and employees of the Regional Rural Banks may be appointed shall be as specified in column (3) of the First Schedule.

Explanation:- For the purpose of these rules, the officers may be functionally designated by the Chairman as Branch Manager, Regional Manager or General Manager, depending on the work or functions assigned and the Scale of the Officer.

4. Creation of posts

The Board may create such number of posts as are necessary and may determine the number of vacancies to be filled by direct recruitment or promotion, keeping in view the provisions of these rules and the guidelines issued by the Central Government from time to time.

5. Method of appointment

(1) The appointment to the posts specified in the First Schedule may be made in accordance with the provisions contained in these rules and as laid down in the Third Schedule and subject to such guidelines as may be issued by the Central Government, from time to time.

(2) The National Bank shall frame, from time to time, in consultation with the Central Government, broad policies which will cover manner of conducting examinations and interviews by the approved agency including the stages of examination, composition of the interview panel for direct recruitment and determining the percentage of reserve list of candidates under the proviso to sub-rule (1) of rule 9.

(3) Where an examination for any post specified in column (3), against serial numbers 1, 2, 3 and 6 of the First Schedule is conducted by the approved agency in two stages, the marks obtained at the second stage examination shall be taken into consideration for calculating weightage for the examination (written or online) and the candidates shall be called for interview, wherever applicable, on the basis of the marks obtained in that examination.

(4) The approved agency shall, after conduct of examination and interview, forward the final list of candidates for appointment to the concerned Regional Rural Bank.

(5) The minimum years of service for promotion to the Group 'A' posts specified in column (3), against serial numbers 1, 2, 3, 4, and 5 of the First Schedule and Group 'B' posts specified in column (3), against serial number 6, of the First Schedule shall be reckoned as on the 1st day of April of the year in which the vacancy is expected to arise or has actually arisen.

6. Appointing authority

The Chairman shall be the appointing authority in respect of Group 'A' posts and the General Manager shall be the appointing authority in respect of Group 'B' and Group 'C' posts, if so authorized by the Board,

Provided that if there is no incumbent to the post of the General Manager, the Chairman shall be the appointing authority in respect of Group 'B' and Group 'C' posts also.

Explanation:- For the purposes of these rules, the expression "General Manager" means an officer of the Regional Rural Bank not below the rank of Officer Senior Management (Scale IV) specified in column (3), against serial number 4 of the First Schedule and designated as such by the Regional Rural Bank or an officer of the Sponsor Bank deputed as such under the first proviso to sub-section (1) of section 17 of the Act.

7. Recruitment to Group 'C' posts

The Regional Rural Bank shall, in making recruitment to Group 'C' posts, make a reference to the Employment Exchange, the Sainik Board or such other agencies catering to the welfare of the Scheduled Castes / the Scheduled Tribes / Physically Challenged Persons or other special category of persons as are recognized by the Central Government or the State Government having jurisdiction over the Regional Rural Bank.

Provided that preference shall be given to candidates belonging to the Scheduled Castes, the Scheduled Tribes or any other special category of persons, in accordance with the instructions or guidelines issued by the Central Government in this regard, from time to time,

Provided further that the instructions on 'recruitment of staff through Employment Exchange' of the Department of Personnel and Training, Government of India, issued from time to time, to the extent relevant in the context of Regional Rural Banks, shall apply to these rules.

8. Constitution of Committee

- (1) The Board may, from time to time, constitute Committees, consisting of the members specified in column (9) or column (6) of the Third Schedule, against the posts in the corresponding column (2) of the said Schedule, for the purpose of recommending to the appointing authority, candidates for appointment by direct recruitment to Group 'C' posts and for promotion to Group 'A' and Group 'B' posts, in accordance with the provisions contained in the said Schedule.
- (2) The Board shall determine the tenure of each such Committee constituted under sub-rule (1).

9. Validity of panel for direct recruitment and for promotion

- (1) A panel of selected candidates in respect of direct recruitment to the Group 'A' posts specified in column (3), against serial numbers 1, 2 and 3, of the First Schedule and Group 'B' posts specified in column (3), against serial number 6, of

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the First Schedule shall be prepared by the approved agency and a panel of selected candidates in the case of direct recruitment to the Group 'C' posts specified in column (3), against serial number 7, of the First Schedule and promotion for Group 'A' and Group 'B' posts shall be prepared by the Committee,

Provided that in the case of direct recruitment, a reserve list of candidates, not exceeding fifty per cent of the notified vacancies, subject to a minimum of two candidates in each category (General, Scheduled Castes, Scheduled Tribes and other special category), shall be drawn up to meet exigencies.

- (2) The panel of selected candidates referred to in sub-rule (1) including the reserve list shall be valid for a period of one year from the date of issue of the merit list or until a fresh panel is drawn, whichever is earlier.

10. Zone of consideration for promotion

Where promotion to a post is made both under the **normal channel as well as the fast track channel**, the zone of consideration shall be three times the number of vacancies available in the normal channel and in case of fast track channel, all eligible candidates including repeaters shall be considered,

Provided that the candidates who are eligible under the normal channel shall also be considered under the fast track channel.

11. Filling up of vacancies to promotional posts

- (1) The vacancies earmarked for the normal channel shall be filled up after the vacancies under the fast track channel are filled up.
- (2) The vacancies earmarked for the fast track channel which remain unfilled for want of selection of adequate number of candidates from that channel shall lapse and the said vacancies shall be filled up by way of normal channel.

12. Inter se seniority in promotion

The inter se seniority in the case of promotion to the posts specified in column (2) of the Third Schedule, in respect of all the empanelled candidates selected through the normal channel or the fast track channel in their feeder posts, shall remain unchanged.

13. Reservation and relaxation

- (1) The provisions of reservation policy for the Scheduled Castes, the Scheduled Tribes and other Special Category of persons as per the guidelines of the Department of Personnel and Training, Government of India issued from time to time, to the extent relevant in the context of the Regional Rural Banks, shall apply to these rules.

(2) The provisions of relaxation of various conditions for the Scheduled Castes, the Scheduled Tribes and other special category of persons as per the guidelines of the Department of Personnel and Training, Government of India issued from time to time, to the extent relevant in the context of the Regional Rural Banks, shall apply to these rules.

(3) An one-time relaxation of one year service during the entire service period will be given to such candidates who have passed Junior Associate of the Indian Institute of Bankers (JAIIB) of Indian Institute of Banking and Finance for promotion both under the normal channel and fast track channel to the Group 'A' posts specified in column (3), against serial numbers 1, 2 and 3, of the First Schedule and one more year in case of such candidates who have passed Certified Associate of the Indian Institute of Bankers (CAIIB) of Indian Institute of Banking and Finance.

14. Power to interpret

The power to interpret these rules shall vest in the **Central Government** and the Central Government may issue such administrative instructions or guidelines in consultation with the National Bank as may be necessary to give effect to and to carry out the provisions of these rules or to remove any difficulty in their implementation.

FIRST SCHEDULE

[See rule 3]

Category of posts in each Regional Rural Bank

Serial number	Classification	Category of posts	Designation
(1)	(2)	(3)	(4)
1	Group 'A'	Officer Junior Management (Scale I)	Assistant Manager
2	Group 'A'	Officer Middle Management (Scale II)	Manager
3	Group 'A'	Officer Middle Management (Scale III)	Senior Manager
4	Group 'A'	Officer Senior Management (Scale IV)	Chief Manager
5	Group 'A'	Officer Senior Management (Scale V)	Assistant General Manager
6	Group 'B'	Office Assistant (Multipurpose)	Office Assistant (Multipurpose)
7	Group 'C'	Office Attendant (Multipurpose)	Office Attendant (Multipurpose)





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SECOND SCHEDULE

[See rule 2 (1)(e)]

List of Regional Rural Banks and their Sponsor Banks

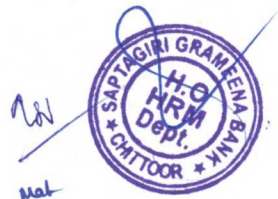
THIRD SCHEDULE

[See rules 5(1), 8(1) and 12]

Appointment by direct recruitment and by promotion

No.	Name of the post and classification	Mode of appointment	Qualifications for direct recruitment	Age limit for direct recruitment
(1)	(2)	(3)	(4)	(5)
1.	Officer Junior Management (Scale I) Group 'A'	(i) 50% by direct recruitment and 50% by promotion; (ii) 50% of the vacancies for promotion shall be filled under normal channel and 50% under fast track channel.	Essential qualification: (I) Bachelor's degree of a recognized University in any discipline or its equivalent. Note: Preference will be given to candidates possessing degree in Agriculture, Horticulture, Forestry, Animal Husbandry, Veterinary Science, Agricultural Engineering, Pisciculture, Agricultural Marketing and Cooperation, Information Technology, Management, Law, Economics or Accountancy; (II) Proficiency in local language. Note1: Candidates who have studied the language of the State in standard VIII or above in Boards of Education or School recognized by the Government or candidates possessing any certificate to the effect for standard VIII or above will be considered proficient in that local language. Note 2: (i) Candidate not having proficiency in local language at the time of selection, will be given a time of six months from the date of joining, to acquire the proficiency. (ii) The period of six months may be extended by the Board for a further period of six months which may be extended by a further period of six months, at a time, by recording the reasons in writing. Provided that no such extension shall be granted beyond the probation period. Desirable: Working knowledge of Computer	Above 18 years but below 30 years (relaxation of age in case of the Scheduled Castes, the Scheduled Tribes or candidates belonging to other special categories, in accordance with the instructions or orders issued by the Central Government from time to time in this regard)

Selection process for direct recruitment	Eligibility for promotion	Selection process for promotion	Composition of Committee for promotion																									
(6)	(7)	(8)	(9)																									
<p>i) The selection process includes examination (written or online) and interview.</p> <p>(ii) The division of marks for the examination (written or online) and interview shall be as given in the table below:</p> <table border="1"> <tr> <td>1</td> <td>Examination written or online)</td> <td>80 marks*</td> </tr> <tr> <td>2</td> <td>Interview</td> <td>20 marks*</td> </tr> <tr> <td>3</td> <td>Total</td> <td>100 marks</td> </tr> </table> <p>*Implies weightage</p> <p>(iii) Candidates in order of their merit in the examination (written or online) up to the ratio of 3:1 in proportion to total number of vacancies will be called for interview.</p> <p>iv) Candidates securing a minimum of 40% marks in the interview shall be eligible for consideration in order of their merit (in case of candidates belonging</p>	1	Examination written or online)	80 marks*	2	Interview	20 marks*	3	Total	100 marks	<p>Promotion shall be made from amongst the employees holding the post of Office Assistant (Multipurpose) possessing the following experience and/qualification: (I) Normal channel: (i) must have ten years' experience as Office Assistant(Multipurpose) on full time and regular basis; (ii) must have been confirmed in the feeder grade. (II) Fast Track Channel:</p>	<p>(i) The selection shall be on the basis of performance in the written test, interview and last five years' performance appraisal reports as per the division of marks given below:</p> <table border="1"> <tr> <td>1</td> <td>Written Test</td> <td>50 marks</td> </tr> <tr> <td>2</td> <td>Interview</td> <td>20 marks</td> </tr> <tr> <td>3</td> <td>Performance Appraisal Reports</td> <td>30 marks</td> </tr> <tr> <td>4</td> <td>Total</td> <td>100 marks</td> </tr> </table> <p>(ii) The written test shall comprise test in General English or Hindi and General Banking knowledge and 50 marks allotted to written test shall be further divided as under:</p> <table border="1"> <tr> <td>1</td> <td>General English</td> <td>or</td> <td>20 marks</td> </tr> </table>	1	Written Test	50 marks	2	Interview	20 marks	3	Performance Appraisal Reports	30 marks	4	Total	100 marks	1	General English	or	20 marks	<p>The Committee for considering promotion shall consist of the following, namely:-</p> <ol style="list-style-type: none"> The Chairman of the Regional Rural Bank concerned - Chairman An officer nominated by the Sponsor Bank not below the rank of Assistant General Manager - Member An officer nominated by the National Bank not below the rank of Assistant General Manager - Member
1	Examination written or online)	80 marks*																										
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4	Total	100 marks																										
1	General English	or	20 marks																									



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<p>to the Scheduled Castes, the Scheduled Tribes or other special categories as per the instructions or orders issued by the Central Government from time to time, minimum of 35% marks in the interview shall be considered)</p> <p>(v) List of successful candidates on the basis of ranking accorded to them in the combined performance of the examination and interview shall be prepared separately for the General, the Scheduled Castes, the Scheduled Tribes and other special categories as per the instructions or orders issued by the Central Government from time to time, (separate State and Union territory wise merit list shall be prepared based on merit and the available preference given by the candidates in the application form) for provisional allotment of the candidates.</p>	<p>(i) must have six years' service as Office Assistant (Multipurpose) on full time and regular basis';</p> <p>(ii) must possess bachelor's degree from a recognized University;</p> <p>(iii) must have been confirmed in the feeder grade.</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 5%;"></td> <td style="width: 60%;">Hindi</td> <td style="width: 35%;"></td> </tr> <tr> <td style="text-align: center;">2</td> <td>General Banking Knowledge</td> <td style="text-align: center;">30 marks</td> </tr> <tr> <td style="text-align: center;">3</td> <td>Total</td> <td style="text-align: center;">50 marks</td> </tr> </table>		Hindi		2	General Banking Knowledge	30 marks	3	Total	50 marks	<p>Note: If none of the members of the Committee belongs to the Scheduled Castes or the Scheduled Tribes, the Board may nominate an officer of suitable position belonging to the Scheduled Castes or the Scheduled Tribes as an additional member of the Committee.</p>
	Hindi											
2	General Banking Knowledge	30 marks										
3	Total	50 marks										
	<p>(iii) In the case of normal channel,-</p> <p>(a) the minimum qualifying marks shall be 50% in aggregate of written test, interview and performance appraisal reports.</p> <p>(b) Selection of candidates for promotion shall be made from amongst the successful candidates in the feeder grade, in order of their seniority in the feeder grade.</p> <p>(iv) In the case of fast track channel,</p> <p>(a) the minimum qualifying marks shall be 60% in aggregate of written test, interview and performance appraisal reports.</p> <p>(b) Selection of candidates for promotion shall be made from amongst the successful candidates in the feeder grade in order of their merit, based on the aggregate of their marks in written test, interview and performance appraisal reports.</p> <p>(v) There shall be common written examination and interview for both the channels.</p>											

No.	Name of the post and classification	Mode of appointment	Qualifications for direct recruitment	Age limit for direct recruitment
(1)	(2)	(3)	(4)	(5)
2.	Officer Middle Management (Scale II) Group 'A'	(i) 25 % by direct recruitment and 75% by promotion; (ii) Out of the 25% by direct recruitment, 10% from Specialist cadre, namely, Information Technology, Agriculture, Treasury, Law, Marketing, Chartered Accountants etc., and 15% from experienced officers (iii) 50% of the vacancies for promotion shall be filled under normal channel and 50% under fast track channel.	<p>(I) Information Technology</p> <p>(i) Bachelor's degree from a recognized University in Electronics/ Communication/ Computer Science/ Information Technology or its equivalent with a minimum of 50% marks in aggregate; and</p> <p>(ii) One year experience in the relevant field.</p> <p>Desirable:</p> <p>Certificate in ASP, PHP, C++, Java, VB, VC, OCP, etc.,</p> <p>(II) Chartered Accountants</p> <p>One year experience as a Chartered Accountant.</p> <p>(III) Law Officer</p> <p>(i) Bachelor's degree from a recognized University in Law or its equivalent with a minimum of 50% marks in aggregate; and</p> <p>(ii) Two years' experience as an advocate or has worked as Law Officer in Banks or Financial Institutions for a period of not less than two years.</p> <p>(IV) Treasury Manager</p> <p>Chartered Accountant or MBA in Finance from a reputed Institute with one year experience in the relevant field.</p> <p>(V) Marketing Officer</p> <p>MBA in Marketing from any Institute of repute with one year experience in the relevant field.</p>	Above 21 years but below 32 years (relaxation of age in case of the Scheduled Castes, the Scheduled Tribes or candidates belonging to other special categories, in accordance with the instructions or orders issued by the Central Government from time to time in this regard)



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		<p>(VI) Agricultural Officer</p> <p>(i) Bachelor's degree from a recognized University in any discipline in Agriculture, Horticulture, Dairy, Animal Husbandry, Forestry, Veterinary Science, Agricultural Engineering, Pisciculture or its equivalent, with a minimum of 50% marks in aggregate and</p> <p>(ii) Two years' experience in the relevant field.</p> <p>(VII) General Banking Officer</p> <p>(i) Bachelor's degree from a recognized University in any discipline or its equivalent with a minimum of 50% marks in aggregate and</p> <p>(ii) Two years' experience as an officer in a Bank or a Financial Institution.</p> <p>Note</p> <p>Preference will be given to the candidates having Degree / Diploma in Banking, Finance, Marketing, Agriculture, Horticulture, Forestry, Animal Husbandry, Veterinary Science, Agricultural Engineering, Pisciculture, Agricultural Marketing and Co-operation, Information Technology, Management, Law, Economics and Accountancy.</p>	
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Selection process for direct recruitment (6)	Eligibility for promotion (7)	Selection process for promotion (8)	Composition of Committee for promotion (9)																		
<p>(i) The Selection shall be made on the basis of examination (written or online) and interview as per the division of marks given below:</p> <table border="1" style="width: 100%; margin: 10px 0;"> <tr> <td>Examination (written or online)</td> <td style="text-align: center;">80 marks*</td> </tr> <tr> <td>Interview</td> <td style="text-align: center;">20 marks*</td> </tr> <tr> <td>Total</td> <td style="text-align: center;">100 marks</td> </tr> </table> <p>*Implies weightage</p> <p>(ii) Candidates in order of their merit in the examination (written or online) up to the ratio of 3:1 in proportion to total number of vacancies will be called for interview</p> <p>(iii) Candidates securing a minimum of 40% marks in the interview shall be eligible for consideration in order of their merit (in case of candidates belonging to the Scheduled Castes, the Scheduled Tribes or other special categories as per the instructions or orders issued by the Central Government from time to time, minimum of 35% marks in the interview shall be considered);</p> <p>(iv) List of successful candidates on the basis of ranking accorded to them in the combined</p>	Examination (written or online)	80 marks*	Interview	20 marks*	Total	100 marks	<p>Promotion shall be made from amongst the officers holding the post of Officer Junior Management (Scale I) possessing the following experience and/qualification:</p> <p>(I) Normal channel:</p> <p>(i) must have eight years' experience as Officer Junior Management (Scale I) on full time and regular basis;</p> <p>(ii) must have been confirmed in the feeder grade.</p> <p>(II) Fast Track Channel:(i) must have six years' service as Officer Junior Management (Scale I) on full time and regular basis;</p> <p>(ii) must have been confirmed in the feeder grade.</p>	<p>(i) The selection shall be on the basis of performance in the written test, interview and performance appraisal reports for preceding five years as per the division of marks given below:-</p> <table border="1" style="width: 100%; margin: 10px 0;"> <tr> <td>Written Test</td> <td style="text-align: center;">50 marks</td> </tr> <tr> <td>Interview</td> <td style="text-align: center;">20 marks</td> </tr> <tr> <td>Performance Appraisal Reports</td> <td style="text-align: center;">30 marks</td> </tr> <tr> <td>Total</td> <td style="text-align: center;">100 Marks</td> </tr> </table> <p>(ii) 50 marks allotted to written test shall be further divided as under :-</p> <table border="1" style="width: 100%; margin: 10px 0;"> <tr> <td>Part (A)</td> <td style="text-align: center;">25 marks</td> </tr> <tr> <td>Part (B)</td> <td style="text-align: center;">25 marks</td> </tr> </table> <p>(iii) The candidates shall be required to appear for a written test comprising of two parts namely Part (A) covering Banking Law and Practice of Banking and Part (B) covering Credit Policy, Credit Management including Priority Sector, Economics and Management.</p> <p>(iv) In the case of normal channel,-</p> <p>(a) the minimum qualifying marks shall be 50% in aggregate of written test, interview and performance appraisal reports;</p> <p>(b) selection of candidates for promotion shall be made from amongst the successful candidates in the feeder grade, in order of their seniority in the feeder grade.</p> <p>(v) In the case of fast track channel,</p> <p>(a) the minimum qualifying marks shall be 60% in aggregate of written test, interview and performance appraisal reports;</p> <p>(b) selection of candidates for promotion shall be made from amongst the successful candidates in the feeder grade in order of their merit, based on the aggregate of their marks in written test, interview and performance appraisal reports.</p>	Written Test	50 marks	Interview	20 marks	Performance Appraisal Reports	30 marks	Total	100 Marks	Part (A)	25 marks	Part (B)	25 marks	<p>The Committee shall consist of the following, namely:-</p> <ol style="list-style-type: none"> 1. The Chairman of the Regional Rural Bank concerned - Chairman 2. An Officer nominated by the Sponsor Bank not below the rank of Assistant General Manager - Member 3. An officer nominated by the National Bank not below the rank of Assistant General Manager - Member <p>Note: If none of the members of the Committee belongs to the Scheduled Castes or the Scheduled Tribes, the Board may nominate an officer of suitable position belonging to the Scheduled Castes or the Scheduled Tribes as an additional member of the Committee.</p>
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Part (B)	25 marks																				



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<p>performance of the examination and interview shall be prepared separately for the General, the Scheduled Castes, the Scheduled Tribes and other special categories as per the instructions or orders issued by the Central Government from time to time, for provisional allotment of the candidates.</p>	<p>(vi) There shall be common written examination and interview for both the channels.</p>	
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No.	Name of the post and classification	Mode of appointment	Qualifications for direct recruitment	Age limit for direct recruitment
(1)	(2)	(3)	(4)	(5)
3.	Officer Middle Management (Scale III) Group 'A'	(i) 10% by direct recruitment and 90% by promotion; (ii) 50% of the vacancies for promotion shall be filled under normal channel and 50% under fast track channel.	(i) Bachelor's degree from a recognized University in any discipline or its equivalent with a minimum of 50% marks in aggregate and (ii) Minimum five years' experience as an Officer in any Bank or Financial Institution. Note:- Preference will be given to the candidates having Degree / Diploma in Banking, Finance, Marketing, Agriculture, Horticulture, Forestry, Animal Husbandry, Veterinary Science, Agricultural Engineering, Pisciculture, Agricultural Marketing and Co-operation, Information Technology, Management, Law, Economics and Accountancy.	Below the age of 40 years (relaxation of age in case of the Scheduled Castes, the Scheduled Tribes or candidates belonging to other special categories, in accordance with the instructions or orders issued by the Central Government from time to time in this regard)

Selection process for direct recruitment	Eligibility for promotion	Selection process for promotion	Composition of Committee for promotion																						
(6)	(7)	(8)	(9)																						
<p>(i) The Selection shall be made on the basis of examination (written or online) and interview as per the division of marks given below:-</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Examination (written or online)</td> <td style="width: 30%; text-align: center;">80 marks*</td> </tr> <tr> <td>Interview</td> <td style="text-align: center;">20 marks*</td> </tr> <tr> <td style="text-align: center;">Total</td> <td style="text-align: center;">100 marks</td> </tr> </table> <p>*Implies weightage</p> <p>(ii) Candidates in order of their merit in the examination (written or online) up to the ratio of 3:1 in proportion to total number of vacancies will be called for interview.</p> <p>(iii) Candidates securing a minimum of 40% marks in the interview shall be eligible for consideration in order of their merit (in case of candidates belonging to the Scheduled Castes, the Scheduled Tribes or other special categories as per the instructions or orders issued by the Central Government from time to time, minimum of 35% marks in the interview shall be considered);</p> <p>(iv) List of successful candidates on the basis of ranking accorded to them in the combined performance of the examination and interview shall be prepared separately for the General, the Scheduled Castes, the Scheduled Tribes and other special categories as per the instructions or orders issued by the Central Government from time to time for provisional allotment of the candidates.</p>	Examination (written or online)	80 marks*	Interview	20 marks*	Total	100 marks	<p>Promotion shall be made from amongst the officers holding the post of Officer Middle Management(Scale II) pos sessing the following experience and/qualification:</p> <p>(I) Normal channel:</p> <p>(i) must have seven years' experience as Officer Middle Management (Scale II) on full time and regular basis;</p> <p>(ii) must have been confirmed in the feeder grade.</p> <p>(II) Fast Track Channel</p> <p>(i) must have five years' service as Officer Middle Management (Scale II) on full time and on regular basis.</p> <p>(ii) must have been confirmed in the feeder grade.</p>	<p>Normal Channel</p> <p>(i) The selection shall be on the basis of performance in the interview and performance appraisal reports for preceding six years as per the division of marks given below:-</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Interview</td> <td style="width: 30%; text-align: center;">40 marks</td> </tr> <tr> <td>Performance Appraisal Reports</td> <td style="text-align: center;">60 marks</td> </tr> <tr> <td style="text-align: center;">Total</td> <td style="text-align: center;">100 Marks</td> </tr> </table> <p>(ii) Performance Appraisal Reports for the preceding six years shall be considered for the purpose of awarding marks for promotion.</p> <p>Fast Track Channel</p> <p>(i) The selection shall be on the basis of performance in the written test, interview and performance appraisal reports for preceding six years as per the division of marks given below:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Written Test</td> <td style="width: 30%; text-align: center;">50 marks</td> </tr> <tr> <td>Interview</td> <td style="text-align: center;">20 marks</td> </tr> <tr> <td>Performance Appraisal Reports</td> <td style="text-align: center;">30 marks</td> </tr> <tr> <td style="text-align: center;">Total</td> <td style="text-align: center;">100 Marks</td> </tr> </table> <p>(ii) 50 marks allotted to written test shall be further divided as under:-</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Part (A)</td> <td style="width: 30%; text-align: center;">25 marks</td> </tr> </table>	Interview	40 marks	Performance Appraisal Reports	60 marks	Total	100 Marks	Written Test	50 marks	Interview	20 marks	Performance Appraisal Reports	30 marks	Total	100 Marks	Part (A)	25 marks	<p>The Committee shall consist the following persons, namely :-</p> <ol style="list-style-type: none"> 1. The Chairman of the Regional Rural Bank Concerned — Chairman 2. An officer nominated by the Sponsor Bank not below the rank of Assistant General Manager —Member 3. An Officer nominated by the National Bank not below the rank of Assistant General Manager - Member <p>Note:- If none of the members of the Committee belongs to the Scheduled Castes or the Scheduled Tribes, the Board may nominate an officer of suitable position belonging to the Scheduled Castes or the Scheduled Tribes as an additional member of the Committee.</p>
Examination (written or online)	80 marks*																								
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		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">Part (B)</td> <td style="width: 50%;">25 marks</td> </tr> </table>	Part (B)	25 marks	
Part (B)	25 marks				
<p>(iii) The candidates shall be required to appear for a written test comprising two parts namely:-</p> <p>Part (A) covering Banking Law and Practice of Banking and Part (B) covering Credit Policy, Credit Management including Priority Sector, Economics and Management.</p> <p>(iv) In the case of normal channel</p> <p>(a) the minimum qualifying marks in the interview shall be 50% (b) the minimum qualifying marks in the performance appraisal reports shall be 50% (c) the minimum qualifying marks shall be 50% in aggregate of interview and performance appraisal reports and (d) Selection of candidates for promotion shall be made from amongst the successful candidates in the feeder grade, in order of their seniority in the feeder grade.</p> <p>(v) In the case of fast track channel</p> <p>(a) the minimum qualifying marks shall be 60% in aggregate of written test, interview and performance appraisal reports; (b) Selection of candidates for promotion shall be made from amongst the successful candidates in the feeder grade in order of their merit, based on the aggregate of their marks in written test, interview and performance appraisal reports.</p>					

Sl. No.	Name of the post and classification	Mode of appointment	Qualifications for direct recruitment	Age limit for direct recruitment
(1)	(2)	(3)	(4)	(5)
4.	Officer Senior Management (Scale IV) Group 'A'	100% by promotion	N.A.	N.A.

Selection process for direct recruitment (6)	Eligibility for promotion (7)	Selection process for promotion (8)	Composition of Committee for promotion (9)						
N.A	Promotion shall be made from amongst the officers holding the post of Officer Middle Management (Scale III) on full time and regular basis and having four years' experience in the said post.	<p>(i) The selection shall be on the basis of combined performance in the interview and performance appraisal reports for preceding four years as per the division of marks given below:</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-left: 20px;"> <tr> <td style="width: 60%;">Interview</td> <td style="width: 40%;">40 marks</td> </tr> <tr> <td>Performance Appraisal Reports</td> <td>60 marks</td> </tr> <tr> <td>Total</td> <td>100 Marks</td> </tr> </table> <p>(ii) Selection of candidates for promotion shall be made from amongst the successful candidates in the feeder grade in order of their merit, based on the aggregate of their marks in interview and performance appraisal reports.</p>	Interview	40 marks	Performance Appraisal Reports	60 marks	Total	100 Marks	<p>The Committee shall consist of the following, namely:-</p> <ol style="list-style-type: none"> 1. The Chairman of the Regional Rural Bank concerned – Chairman 2. An officer nominated by the Sponsor Bank not below the rank of Assistant General Manager – Member 3. An officer nominated by the National Bank not below the rank of Assistant General Manager – Member <p>Note: If none of the members of the Committee belongs to the Scheduled Castes or the Scheduled Tribes, the</p>
Interview	40 marks								
Performance Appraisal Reports	60 marks								
Total	100 Marks								







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			Board may nominate an officer of suitable position belonging to the Scheduled Castes or the Scheduled Tribes from the Regional Rural Bank or Sponsor Bank or National Bank as an additional member of the Committee
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Sl. No.	Name of the post and classification	Mode of appointment	Qualifications for direct recruitment	Age limit for direct recruitment
(1)	(2)	(3)	(4)	(5)
5.	Officer Senior Management (Scale V) Group 'A'	100% by promotion	N.A	.N.A

Selection process for direct recruitment	Eligibility for promotion	Selection process for promotion	Composition of Committee for promotion						
(6)	(7)	(8)	(9)						
N.A.	Promotion shall be made from amongst the officers holding the post of Officer Senior Management (Scale IV) on full time and regular basis and having three years' experience in the said post.	<p>(i) The selection shall be on the basis of combined performance in the interview and performance appraisal reports for preceding six years as per the division of marks given below:</p> <table border="1" style="margin-left: 20px;"> <tr> <td>Interview</td> <td>40 marks</td> </tr> <tr> <td>Performance Appraisal Reports</td> <td>60 marks</td> </tr> <tr> <td>Total</td> <td>100 Marks</td> </tr> </table> <p>(ii) Selection of candidates for promotion shall be made from amongst the successful candidates in the feeder grade in order of their merit, based on the aggregate of their marks in interview and performance appraisal reports.</p>	Interview	40 marks	Performance Appraisal Reports	60 marks	Total	100 Marks	<p>The Committee shall consist of the following, namely:-</p> <ol style="list-style-type: none"> The General Manager of the Regional Rural Bank Division of the Sponsor Bank - Chairman One of the Regional Rural Bank Chairmen of the same Sponsor Bank, to be nominated by the Sponsor Bank - Member An Officer nominated by National Bank not below the rank of General Manager - Member <p>Note: If none of the members of the Committee belongs to the Scheduled Castes or the Scheduled Tribes, the Board may nominate an officer of suitable position belonging to the Scheduled Castes or the Scheduled Tribes from the Regional Rural Bank or Sponsor Bank or National Bank as an additional member of the Committee.</p>
Interview	40 marks								
Performance Appraisal Reports	60 marks								
Total	100 Marks								

Sl. No.	Name of the post and classification	Mode of appointment	Qualifications for direct recruitment	Age limit for direct recruitment
(1)	(2)	(3)	(4)	(5)
6.	Office Assistant (Multipurpose) Group 'B'	<p>(i) 75% by direct recruitment and 25% by promotion;</p> <p>(ii) 70% of the vacancies for promotion shall be filled under normal channel and 30% under fast track channel.</p>	<p>Essential qualification:</p> <p>(I) Bachelor's degree or its equivalent of a recognized University in any discipline;</p> <p>(II) Proficiency in local language.</p> <p>Note 1: Candidates who have studied the language of the State in standard VIII or above in Boards of Education or School recognized by the Government or candidates possessing any certificate to the effect for standard VIII or above will be considered proficient in that local language.</p> <p>Note 2: (i) Candidate not having proficiency in local language at the time of selection, will be given a time of six months from the date of joining, to acquire the proficiency.</p>	Between 18 years and 28 years (relaxation of age in case of the Scheduled Castes, the Scheduled Tribes or candidates belonging to other special categories, in accordance with the instructions or orders issued by the Central Government from time to time in this regard)



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		<p>(ii) The period of six months may be extended by the Board for a further period of six months which may be extended for a further period of six months, at a time, by recording the reasons in writing, provided that no such extension shall be granted beyond the probation period.</p> <p>Desirable: Working knowledge of Computer.</p>	
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Selection process for direct recruitment (6)	Eligibility for promotion (7)	Selection process for promotion (8)	Composition of Committee for promotion (9)												
<p>(i) The Selection shall be made on the basis of examination(written or online);</p> <p>(ii) List of successful candidates on the basis of ranking accorded to them in the performance of the examination (written or online)shall be prepared separately for the General, the Scheduled Castes, the Scheduled Tribes and other special categories as per the instructions or orders issued by the Central Government from time to time,(separate State and Union territory wise merit list shall be prepared based on merit and the available preference given by the candidates in the application form) for provisional allotment of the candidates.</p>	<p>Promotion shall be made from amongst the employees holding the post of Office Attendant (Multipurpose) possessing the following experience and/qualification:</p> <p>(I) Normal channel: (i) must have ten years' experience as Office Attendant (Multipurpose) on full time and regular basis; (ii) must have passed 10thstandard; (iii) must have been confirmed in the feeder grade.</p> <p>(II) Fast Track channel: (i) must have five years' experience as Office Attendant (Multipurpose) on full time and regular basis; (ii) graduation from a recognised university (iii) must have been confirmed in the feeder grade.</p>	<p>(i) The selection shall be on the basis of combined performance in the written test and interview as per the division of marks, given below:</p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <tr><td style="text-align: center;">Written Test</td><td style="text-align: center;">70 marks</td></tr> <tr><td style="text-align: center;">Interview</td><td style="text-align: center;">30 marks</td></tr> <tr><td style="text-align: center;">Total</td><td style="text-align: center;">100 marks</td></tr> </table> <p>(ii) The candidates shall be required to appear for a written test comprising test in English or Hindi and Arithmetic. 70 marks allotted to written test shall be further divided as under:</p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <tr><td style="text-align: center;">English or Hindi</td><td style="text-align: center;">35 marks</td></tr> <tr><td style="text-align: center;">Arithmetic</td><td style="text-align: center;">35 marks</td></tr> <tr><td style="text-align: center;">Total</td><td style="text-align: center;">70 marks</td></tr> </table> <p>(iii) The minimum qualifying marks shall be 40% in aggregate of written test and interview;</p> <p>(iv) Selection of candidates for promotion shall be made from amongst the successful candidates in the feeder grade in order of their merit, based on the aggregate of their marks in written test and interview, prepared separately for the General, the Scheduled Castes, the Scheduled Tribes and other special categories for provisional allotment of the candidates;</p> <p>(v) There shall be common written examination and interview for both the channels.</p>	Written Test	70 marks	Interview	30 marks	Total	100 marks	English or Hindi	35 marks	Arithmetic	35 marks	Total	70 marks	<p>The Committee shall consist of the following, namely:-</p> <ol style="list-style-type: none"> 1. The General Manager and where there is no General Manager, an officer nominated by the Board of the Regional Rural Bank - Chairman 2. An officer of the Regional Rural Bank concerned not below the rank of officer scale II as nominated by the Board - Member 3. An Officer nominated by the Sponsor Bank - Member 4. An Officer nominated by National Bank - Member <p>Note: If none of the members of the Committee belongs to the Scheduled Castes or the Scheduled Tribes, the Board may nominate an officer of suitable position belonging to the Scheduled Castes or the Scheduled Tribes from the Regional Rural Bank or Sponsor Bank or National Bank as an additional member of the committee.</p>
Written Test	70 marks														
Interview	30 marks														
Total	100 marks														
English or Hindi	35 marks														
Arithmetic	35 marks														
Total	70 marks														

Sl. No.	Name of the post and classification (2)	Mode of appointment (3)	Qualifications for direct recruitment (4)	Age limit for direct recruitment (5)
7.	Office Attendant (Multipurpose) Group 'C'	100% by direct recruitment	A Minimum of Tenth Standard Pass or equivalent from an Education Board recognised by the State Government and other skills required for specific jobs, as may be decided by the Board.	Above 18 years but below 28years (relaxation of age in case of the Scheduled Castes, the Scheduled Tribes or candidates belonging to other special categories, in accordance with the instructions or orders issued by the Central Government from time to time in this regard).

Selection process for direct recruitment (6)	Eligibility for promotion (7)	Selection process for promotion (8)	Composition of Committee for promotion (9)
<p>(i) Selection shall be made on the basis of written test;</p> <p>ii) The modalities of the written test shall be decided by the respective Board of Regional Rural Bank in consultation with Sponsor banks;</p> <p>(iii) Lists of successful candidates for appointment to Office Attendant(Multipurpose) shall be prepared on the basis of ranking accorded to them in the written Test for General, the Scheduled Castes, the Scheduled Tribes and other special categories as per the instructions or orders issued by the Central Government from time to time, separately;</p>	N.A.	N.A.	N.A.



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<p>(iv) The Committee for selection shall consists of the following, namely:-</p> <ol style="list-style-type: none"> 1. The General Manager and where there is no General Manager, an officer nominated by the Board of the Regional Rural Bank - Chairman 2. An officer of the Regional Rural Bank concerned not below the rank of officer scale II as nominated by the Board - Member 3. An Officer nominated by the Sponsor Bank - Member <p>Note: If none of the members of the Committee belongs to the Scheduled Castes or the Scheduled Tribes, the Board may nominate an officer of suitable position belonging to the Scheduled Castes or the Scheduled Tribes from the Regional Rural Bank or Sponsor Bank as an additional member of the Committee.</p>		
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MINISTRY OF FINANCE, Department of Financial Services, vide notification S NO. 2743 (E), new Delhi dated 23rd August, 2017, the following has been conveyed:-

In exercise of the powers conferred by section 29 read with section 17 of the Regional Rural Banks Act, 1976 (21 of 1976), the Central Government, after consultation with the National Bank and the Sponsor Banks, hereby makes the following **amendments** in the Regional Rural Banks (Appointment of Officers and Employees) Rules, 2017, namely:-

1. These rules may be called the Regional Rural Banks (Appointment of Officers and Employees) Amendment Rules, 2017.
2. They shall come into force on the date of their publication in the Official Gazette.
3. In the Regional Rural Banks (Appointment of Officers and Employees) Rules, 2017, in the Third Schedule, against serial number 6, relating to the post of Office Assistant (Multipurpose) Group 'B', in the entries under column (8) in item (iii), after the figures and words "40% in aggregate of written test and interview", the words and figures "in case of promotion under normal channel and 45% in aggregate of written test and interview in case of promotion under fast track channel" shall be inserted.
4. In this connection we observe that in the instant case officer's application for relaxation of one year for promotion to Scale II to Scale III is not in consonance with Rule 13(3) of AOER 2017 as the officer has already availed the relaxation in 2015.
5. We are of the opinion that if the employee passes both CAIIB and JAIIB in the same scale, he would get one-time relaxation of two yrs and if he passes CAIIB and JAIIB in different grades, he would get relaxation of one year in each grade. Relaxation would be given in scale in which the employee passes the Exam.