(PUBLISHED IN EXTRAORDINARY GAZETTE OF INDIA ON 13.7.2010 - S.O. NO. 1663(E) DATED 13.7.2010 – PUBLISHED IN PART II SECTION 3(II) OF THE GAZETTE OF INDIA

Ministry of Finance
(Department of Financial Services)

NOTIFICATION

New Delhi, dated the 13 July, 2010

S.O (E) **–** In exercise of the powers conferred by section 29 of the Regional Rural Banks Act, 1976 (21 of 1976) read with section 17 thereof and in supersession of the Regional Rural Banks (Appointment and Promotion of Officers and other Employees) Rules, 1998 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 specified in the Second Schedule to these rules, hereby makes the following rules, namely :-

1. **Short title and commencement.-**

(1) These Rules may be called the Regional Rural Banks (Appointment and Promotion of Officers and Employees) Rules, 2010.
(2) They shall come into force on the date of their publication in the Official Gazette.

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2. **Definitions.-**

In these rules, unless the context otherwise requires, -

(a) "Act" means the Regional Rural Banks Act, 1976 (21 of 1976);
(b) "Committee" means the Committee constituted by the Board under rule 11 of these rules;
(c) "Regional Rural Bank (Officers and Employees) Service Regulations means the Service Regulations framed under section 30 of the Act;
(d) “Schedule” means any one of the Schedules to these rules;
(e) "Sponsor Bank" in relation to Regional Rural Bank specified in column (2) of the Second Schedule means, -

(i) the Sponsor Bank specified in column (3) of Second Schedule; and
(ii) which sponsors the Regional Rural Banks specified in column (2) of the Second Schedule.

(f) 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.-

(1) (a) The officers and employees of the Bank shall be classified as follows:-

(1) Group “A” – Officer

(i) Scale I (Assistant Manager) - Junior Management
(ii) Scale II - (Manager) - Middle Management
(iii) Scale III- (Senior Manager) - Middle Management

(iv) Scale IV - (Chief Manager) – Senior Management
(v) Scale V - (Assistant General Manager) – Senior Management

Explanation: For the purposes 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.

(b) Group "B" - shall consist of Office Assistants (Multipurpose).
(c) Group "C" - shall consist of Office Attendants (Multipurpose).

(2) Group "A", Group "B" and Group "C" shall consist of officers and employees of each Regional Rural Bank specified in the First Schedule to these rules.

4. **Creation of Posts.-**
The Board may, create requisite number of vacancies in each category of posts as are specified in the First Schedule to these rules in accordance with the guidelines approved by the Central Government from time to time.

5. **Vacancies.-**

The Board may determine the number of vacancies in each category of posts to be filled by direct recruitment or promotion, keeping in view the Guidelines approved by Central Government from time to time.

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6. **Filling up of vacancies.-**

(i) All vacancies determined under rule 5 by the Board shall be filled by promotion or direct recruitment in accordance with the provisions contained in these rules and Third Schedule to these rules;

(ii) Officers in Senior Management of Scale IV and Scale V are liable to be posted to any other Regional Rural Bank sponsored by the same Sponsor Bank as General Manager as per the decision of the Sponsor Bank.

7. **Appointing Authority.-**

The Chairman shall be the Appointing Authority in respect of officers and the General Manager shall be the appointing authority in respect of employees, if so authorised by the Board:

Provided that if there is no incumbent to the post of General Manager, the Chairman shall be the Appointing Authority in respect of employees also.

8. **Direct recruitment.-**

The vacancies of officers and employees shall be filled by each Regional Rural Bank in accordance with the provisions of Third Schedule of these rules and subject to such guidelines as may be issued by the Central Government from time to time.

9. **Agency for Direct Recruitment.-**

(i) Written examination for the selection of the candidates by direct recruitment to the posts of officers and employees other than those of Group 'C' employees shall be entrusted to the Institute of Banking Personnel Selection or any other agency approved by the Sponsor Bank.

(ii) The Institute of Banking Personnel Selection or approved Agency shall follow the procedure as laid down under rule 8 and forward the list of candidates qualified in the written examination to the Regional Rural Bank concerned.

10. **Recruitment to the posts of Group 'C'.-**

The posts of Group 'C' employee shall be filled in by the Regional Rural Bank after making a reference to the Employment Exchange, Sainik Board or other agencies catering to the welfare of Scheduled Castes, Scheduled Tribes, Physically Challenged Persons or other special category of persons as are recognised by the Central Government or the State Government having jurisdiction over the Regional Rural Bank filling the posts:

Provided that preference shall be given to candidates belonging to Scheduled Castes and Scheduled Tribes in accordance with the instructions or guidelines issued by the Central Government in this regard from time to time.

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11. **Constitution and function of Committee.-**

(i) The Board may, from time to time, constitute Committees consisting of the persons specified under each post in the Third Schedule for the purpose of recommending candidates for recruitment or promotion to the posts referred to in the Third Schedule.

(ii) The Committees shall function for such period as may be determined by the Board.

(iii) The Committees shall recommend to the Appointing Authority the candidates for recruitment or promotion to the posts mentioned in the Third Schedule to these rules, in accordance with the provisions contained in that Schedule.

12. **Reservation.-**

Provisions of Reservation Policy for Scheduled Castes, Scheduled Tribes and other Special category of persons as per the Guidelines of Department of Personnel and Training, issued from time to time, to the extent relevant in the context of the Regional Rural Banks, shall apply while following these Rules.

13. **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 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 of Officers and Employees	Description of Post	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 2e)
List of Regional Rural Banks and their Sponsor Banks

Serial Number	Name of the Regional Rural Bank	Sponsor Bank	State
(1)	(2)	(3)	(4)
1	Chaitanya Godavari Grameena Bank	Andhra Bank	Andhra Pradesh
2	Saptagiri Grameena Bank	Indian Bank	Andhra Pradesh
3	Deecan Grameena Bank	State Bank of Hyderabad	Andhra Pradesh
4	Andhra Pradesh Grameena Vikas Bank	State Bank of India	Andhra Pradesh
5	Andhra Pragathi Grameena Bank	Syndicate Bank	Andhra Pradesh
6	Arunachal Pradesh Rural Bank	State Bank of India	Arunachal Pradesh
7	Langpi Dehangi Rural Bank	State Bank of India	Assam
8	Assam Gramin Vikash Bank	United Bank of India	Assam
9	Uttar Bihar Gramin Bank	Central Bank of India	Bihar
10	Madhya Bihar Gramin Bank	Punjab National Bank	Bihar
11	Samastipur Kshetriya Gramin Bank	State Bank of India	Bihar
12	Bihar Kshetriya Gramin Bank	UCO Bank	Bihar
13	Surguja Kshetriya Gramin Bank	Central Bank of India	Chhatisgarh
14	Durg Rajnandgaon Gramin Bank	Dena Bank	Chhatisgarh
15	Chhatisgarh Gramin Bank	State Bank of India	Chhatisgarh
16	Baroda Gujarat Gramin Bank	Bank of Baroda	Gujarat
17	Dena Gujarat Gramin Bank	Dena Bank	Gujarat
18	Saurashtra Gramin Bank	State Bank of Saurashtra	Gujarat
19	Haryana Gramin Bank	Punjab National Bank	Haryana
20	Gurgaon Gramin Bank	Syndicate Bank	Haryana
21	Himachal Gramin Bank	Punjab National Bank	Himachal Pradesh
22	Parvatiya Gramin Bank	State Bank of India	Himachal Pradesh

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23	Ellaquai Dehati Bank	State Bank of India	Jammu & Kashmir
24	J&K Grameen Bank	J&K Bank Ltd.	Jammu & Kashmir
25	Jharkhand Gramin Bank	Bank of India	Jharkhand
26	Vananchal Gramin Bank	State Bank of India	Jharkhand
27	Pragathi Gramin Bank	Canara Bank	Karnataka
28	Chikmagalur Kodagu Grameena Bank	Corporation Bank	Karnataka
29	Krishna Grameena Bank	State Bank of India	Karnataka
30	Cauvery Kalpatharu Grameena Bank	State Bank of Mysore	Karnataka
31	Karnataka Vikas Grameen Bank	Syndicate Bank	Karnataka
32	Visveshvaraya Grameena Bank	Vijaya Bank	Karnataka
33	South Malabar Gramin Bank	Canara Bank	Kerala
34	North Malabar GraminBank	Syndicate Bank	Kerala
35	Sharda Gramin Bank	Allahabad Bank	Madhya Pradesh
36	Jhabua Dhar Kshetriya Gramin Bank	Bank of Baroda	Madhya Pradesh
37	Narmada Malwa Gramin Bank	Bank of India	Madhya Pradesh
38	Satpura Narmada Kshetriya Gramin Bank	Central Bank of India	Madhya Pradesh
39	Vidisha Bhopal Kshetriya Gramin Bank	State Bank of Indore	Madhya Pradesh
40	Madhya Bharath Gramin Bank	State Bank of India	Madhya Pradesh
41	Mahakaushal Kshetriya Gramin Bank	UCO Bank	Madhya Pradesh
42	Rewa Sidhi Gramin Bank	Union Bank of India	Madhya Pradesh
43	Maharashtra Gramin Bank	Bank of Maharashtra	Maharashtra
44	Wainganga Krishan Gramin Bank	Bank of India	Maharashtra
45	Vidharbha Kshetriya Gramin Bank	Central Bank of India	Maharashtra
46	Manipur Rural Bank	United Bank of India	Manipur
47	Meghalaya Rural Bank	State Bank of India	Meghalaya
48	Mizoram Rural Bank	State Bank of India	Mizoram

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49	Nagaland Rural Bank	State Bank of India	Nagaland
50	Rushikulya Gramya Bank	Andhra Bank	Orissa
51	Baitarni Gramya Bank	Bank of India	Orissa
52	Neelachal Gramya Bank	Indian Overseas Bank	Orissa
53	Utkal Gramya Bank	State Bank of India	Orissa
54	Kalinga Gramya Bank	UCO Bank	Orissa
55	Puduvai Bharthiar Grama Bank	Indian Bank	Puducherry
56	Sutlej Gramin Bank	Punjab and Sind Bank	Punjab
57	Malwa Gramin Bank	State Bank of Patiala	Punjab
58	Punjab Gramin Bank	Punjab National Bank	Punjab
59	Baroda Rajasthan Gramin Bank	Bank of Baroda	Rajasthan
60	Mewar Anchalik Gramin Bank	Bank of Rajasthan	Rajasthan
61	Hadoti Kshetriya Gramin Bank	Central Bank of India	Rajasthan
62	MGB Gramin Bank	State Bank of Bikaner and Jaipur	Rajasthan
63	Jaipur Thar Gramin Bank	UCO Bank	Rajasthan
64	Rajasthan Gramin Bank	Punjab National Bank	Rajasthan
65	Pallavan Grama Bank	Indian Bank	Tamil Nadu
66	Pandyan Grama Bank	Indian Overseas Bank	Tamil Nadu
67	Tripura Gramin Bank	United Bank of India	Tripura
68	Allahabad UP Gramin Bank	Allahabad Bank	Uttar Pradesh
69	Baroda UP Gramin Bank	Bank of Baroda	Uttar Pradesh
70	Aryavart Gramin Bank	Bank of India	Uttar Pradesh
71	Shreyas Gramin Bank	Canara Bank	Uttar Pradesh
72	Ballia Etawah Gramin Bank	Central Bank of India	Uttar Pradesh
73	Sarva UP Gramin Bank	Punjab National Bank	Uttar Pradesh
74	Purvanchal Gramin Bank	State Bank of India	Uttar Pradesh
75	Prathma Bank	Syndicate Bank	Uttar Pradesh
76	Kashi Gomti Samyut Gramin Bank	Union Bank of India	Uttar Pradesh
77	Kshetriya Kisan Gramin Bank	UP State Cooperative Bank	Uttar Pradesh
78	Nainital Almora Kshetriya Bank	Bank of Baroda	Uttarakhand
79	Uttaranchal Gramin Bank	State Bank of India	Uttarakhand
80	Uttar Banga Kshetriya	Central Bank of India	West Bengal

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	Gramin Bank		
81	Bangiya Gramin Vikash Bank	United Bank of India	West Bengal
82	Paschim Banga Gramin Bank	UCO Bank	West Bengal

THIRD SCHEDULE

(See rule 8 and 11)

Appointment to different categories of officers and employees to Group “A”, “B” and “C” posts whether by direct recruitment or by promotion shall be effected as follows:

Part I - Group “A"
Recruitment and Promotion

I			**Officer Junior Management (Scale I)**	
	a)		Name of Post	Officer Junior Management (Scale I)
	b)		Classification	Group "A"
	c)		Mode of appointment	50% by Direct Recruitment and 50% by Promotion from Group ‘B’.
	(A)		For Direct Recruitment	
		(i)	Age	Above 18 years but below 28 years (relaxation of age in case of Scheduled Caste/Scheduled Tribes candidates or candidates belonging to other Reserved categories in accordance with the instructions/orders issued by the Central Government from time to time in this regard)
		(ii)	Minimum Qualification	(i) Bachelor degree of a recognised University in any discipline or its equivalent. Preference will be given to the candidates having degree in Agriculture, Horticulture, Forestry, Animal Husbandry, Veterinary Science, Agricultural Engineering, Pisciculture, Agricultural Marketing and Cooperation, Information Technology, Management, Law, Economics and Accountancy; (ii) Proficiency in local language, as may be specified by the Board; (iii) Computer knowledge or awareness will be an added qualification.
		(iii)	Selection process	The Selection shall be made on the basis of written test and interview as under: Written Test — 70 marks Interview — 30 marks Total — 100 marks

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				The written test will be conducted by the Institute of Banking Personnel Selection or any other agency approved by the Sponsor Bank. The written test shall cover (a) Test of Reasoning, (b) Numerical Ability, (c) General Knowledge and (d) General English or Hindi. The candidates securing a minimum 40% marks in the written test shall qualify for interview. In the case of candidates belonging to the Scheduled Castes or the Scheduled Tribes categories, the minimum marks in the written test shall be 35% to qualify for interview. All those candidates who have secured minimum qualifying marks stipulated for written examination, in the order of merit, shall be called for interview upto the ratio of 1:3. The merit lists of successful candidates in each category shall be made separately on the basis of combined performance in the written test and interview.
		(iv)	Preparation of Merit list	Lists of successful candidates for appointment to Officer Junior Management (Scale I) shall be prepared on the basis of ranking accorded to them in the combined performance of written test and interview for General, Scheduled Castes, Scheduled Tribes and Other Special categories, separately. The number of selected candidates to be empanelled for recruitment shall be equal to the number of notified vacancies. In addition thereto, an additional panel of selected candidates not exceeding 50% of the notified vacancies as may be decided by the Board with a minimum of two candidates in each category, shall be drawn-up to meet exigencies.
	(B)		For Promotion	
		(i)	Mode of promotion	50% of the vacancies for promotion shall be filled under Normal Channel and 50% under Fast Track Channel as per eligibility and selection process given as follows:-
		(ii)	Eligibility	Promotion shall be made from amongst the employees holding, on full time and regular basis the post of Office Assistant (Multipurpose). <u>Normal Channel</u> Must have ten years experience as Office Assistant (Multipurpose) on full time and regular basis. The

				minimum eligibility in terms of the number of years of service for promotion 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. Relaxation in eligibility criteria of one year service will be given to such of the candidates who have passed Junior Associate of the Indian Institute of Bankers(JAIIB) of Indian Institute of Banking and Finance 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 & Finance. However, such relaxation will be available only once during the entire service period: Provided that no employee shall be considered for promotion unless he has been confirmed in the feeder grade post. <u>Zone of consideration :</u> Three times the number of vacancies including repeaters. Explanation.- 1. Vacancies under Normal Channel shall be filled after filling the vacancies under Fast Track Channel. 2. The Employees who are eligible under Normal Channel shall also be considered under Fast Track Channel. 3. There shall be common written examination and interview for both the channels. <u>Fast Track Channel:</u> Must have six years service as Office Assistant (Multipurpose) on full time and regular basis and should have passed Graduation from a recognised University. The minimum eligibility in terms of the number of years of service for promotion 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. Relaxation in eligibility criteria of one year service will be given to such of the candidates who have passed Junior Associate of the Indian Institute of Bankers(JAIIB) of Indian Institute of Banking and Finance 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 & Finance. However, such relaxation will be available only once during the entire service period.

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<table>
<tr><td></td><td></td><td></td><td></td><td>Provided that no employee shall be considered for promotion unless he has been confirmed in the feeder grade post.

<u>Zone of consideration:</u>

All eligible employees.</td></tr>
<tr><td></td><td></td><td>(iii)</td><td>Selection Process</td><td>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:

<table><tr><td>Written Test</td><td>50 marks</td></tr><tr><td>Interview</td><td>20 marks</td></tr><tr><td>Performance Appraisal Reports</td><td>30 marks</td></tr><tr><td>Total</td><td>100 marks</td></tr></table>
The candidates shall be required to appear in a written test comprising test in General English or Hindi and General Banking knowledge. 50 marks allotted to written test shall be further divided as under :-

<table><tr><td>(i) General English or Hindi</td><td>20 marks</td></tr><tr><td>(ii) General Banking knowledge</td><td>30 marks</td></tr><tr><td>Total marks</td><td>50 marks</td></tr></table></td></tr>
<tr><td></td><td></td><td>(iv)</td><td>Preparation of Merit List</td><td><u>Normal Channel</u>

There shall be minimum qualifying marks of 50% in aggregate of written test, interview and performance appraisal reports.

Selection of successful candidates for promotion shall be made by going down in Seniority Order starting from the top and selecting those found to score the said minimum qualifying marks of 50% in the aggregate up to a number equal to the number of vacancies notified for this channel.

<u>Fast Track Channel :</u>

There shall be minimum qualifying marks of 60% in aggregate of written test, interview and performance appraisal reports.

Selection will be based on the aggregate marks secured in the written test, interview and performance appraisal reports by placing the candidates in descending order of merit to the</td></tr>
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				extent of number of vacancies. **The vacancies under this channel, which remain unfilled for** want of non-selection of adequate number of candidates shall lapse and shall be filled up by way of normal channel.
	(d)		Inter-se-Seniority	The Inter-se-seniority of all the empanelled officers selected through normal channel or fast track channel in their feeder posts shall remain unchanged.
	(e)		Composition of the Committee for Interview	The Committee shall consist of the following, namely:- (1) The Chairman of the Regional Rural Bank concerned - Chairman (2) Director nominated by the Sponsor Bank - Member (3) Director nominated by the National Bank - Member 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.
	(f)		Validity of the panel for direct recruitment and for promotion	The panel shall be valid for a period of one year.
II			**Officer Middle Management (Scale II)**	
	(a)		Name of post	Officer Middle Management (Scale II)
	(b)		Classification	Group "A"
	(c)		Mode of appointment	25% by direct recruitment (of which 10% from Specialist cadre like Information Technology, Agriculture, Treasury, Law, Marketing, Chartered Accountants etc. and 15% from experienced officers) and 75% by promotion
	(A)		For Direct Recruitment:	
		(i)	Age	Above 21 years but below 32 years (relaxation of age in case of the Scheduled Castes or the Scheduled Tribes candidates or candidates belonging to other special categories in accordance with the instructions/orders issued by the Central

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				Government from time to time in this regard.
		(ii)	Minimum Qualification and Eligibility	(I) Information Technology Degree from a recognised University in Electronics / Communication / Computer Science / Information Technology or its equivalent with a minimum of 50% marks in aggregate. Desirable Experience : Certificate in ASP, PHP, C++, Java, VB, VC, OCP etc. Experience : One year (II) Chartered Accountants Experience : One Year (III) Law Officer Degree from a recognised University in Law or its equivalent with a minimum of 50% marks in aggregate. Experience.- Two years as an advocate or should have worked as Law Officer in Banks or Financial Institutions for a period not less than two years. (IV) Treasury Manager Candidate should be a Chartered Accountant or MBA in Finance from a reputed Institute. Experience.- one year (V) Marketing Officer MBA in Marketing from any Institute of repute. Experience .- one year (VI) Agricultural Officer Degree from a recognised 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. Experience .- Two years

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				(VII) General Banking Officer Degree from a recognised University in any discipline or its equivalent with a minimum of 50% marks in aggregate. 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. Experience.- Two years as an officer in Bank or Financial Institution.
		(iii)	Selection process	The selection of the candidates shall be on the basis of written test and interview. The written test shall be conducted through Institute of Banking Personnel Selection or any other agency approved by the Sponsor Bank. The candidates securing a minimum qualifying marks of 40% in the written test shall qualify for interview. In the case of candidates belonging to the Scheduled Castes or the Scheduled Tribes categories, the minimum qualifying marks in written test shall be 35% to qualify for interview. All those candidates who have secured minimum qualifying marks stipulated for written examination, in the order of merit, shall be called for interview upto the ratio 1:3. The merit lists of successful candidates in each category shall be made separately on the basis of combined performance in the written test and interview.
		(iv)	Preparation of Merit List	The list of successful candidates for appointment to Officer Middle Management (Scale II) shall be prepared on the basis of their combined performance of written test and interview for General, Scheduled Castes, Scheduled Tribes and other Special categories, separately. The number of selected candidates to be empanelled for recruitment shall be equal to the number of notified vacancies. In addition thereto, an additional panel of selected candidates not exceeding 50% of the notified vacancies to be decided by the Board with a minimum of two candidates in each category shall be drawn-up to meet exigencies.

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	(B)		For Promotion:	
		(i)	Mode of Promotion	50% of the vacancies for promotion shall be filled under Normal Channel and 50% under Fast Track Channel as per eligibility and selection process given as follows:-
		(ii)	Eligibility	Promotion shall be made from amongst the officers holding the post of Officer Junior Management (Scale I), full time on a regular basis. <u>Normal Channel :</u> Must have eight years experience as Officer Junior Management (Scale I) on full time and regular basis. The minimum eligibility in terms of the number of years of service for promotion 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. Relaxation in eligibility criteria of one year service will be given to such of the candidates who have passed Junior Associate of the Indian Institute of Bankers(JAIIB) of Indian Institute of Banking and Finance 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 & Finance. However, such relaxation will be available only once during the entire service period: Provided that no officer shall be considered for promotion unless he has been confirmed in the feeder grade post. <u>Zone of consideration :</u> Three times the number of vacancies including repeaters. Explanation .- 1. Vacancies under Normal Channel shall be filled after filling the vacancies under Fast Track Channel. 2. The Officers who are eligible under Normal Channel shall also be considered under Fast Track Channel. 3. There shall be common written examination and interview for both the channels. **<u>Fast Track Channel:</u>** In Officer Junior Management (Scale I) for a period

				of six years. The minimum eligibility in terms of the number of years of service for promotion 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. Relaxation in eligibility criteria of one year service will be given to such of the candidates who have passed Junior Associate of the Indian Institute of Bankers(JAIIB) of Indian Institute of Banking and Finance 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 & Finance. However, such relaxation will be available only once during the entire service period. <u>Zone of consideration</u> All eligible officers.
		(iii)	Selection Process	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:- Written Test — 50 Marks Interview — 20 marks Performance Appraisal Reports — 30 marks Total — 100 marks 50 marks allotted to written test shall be further divided as under :- Part "A" : 25 marks Part "B" : 25 marks 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.
		(iv)	Preparation of Merit List	<u>Normal Channel :</u> There shall be minimum qualifying marks of 50% in aggregate of written test, interview and performance appraisal reports. Selection of successful candidates for promotion shall be made by going down in Seniority Order starting from the top and selecting those found to score the said minimum qualifying marks of 50% in the aggregate up to a number equal to the number of vacancies notified for this channel.

				<u>Fast Track Channel :</u> The selection of candidates shall be made by the Committee in order of merit on the basis of written test, interview and performance appraisal reports . There shall be minimum qualifying marks of 60% in aggregate in the written test, interview and performance appraisal reports. Selection will be based on the aggregate marks secured in the written test, interview and performance appraisal reports by placing the candidates in descending order of merit to the extent of number of vacancies. **The vacancies under this channel, which remain unfilled for** want of non-selection of adequate number of candidates shall lapse and shall be filled up by way of normal channel.
	(d)		Inter-se-Seniority	The Inter-se-seniority of all the empanelled officers selected through normal channel or fast track channel in their feeder posts shall remain unchanged.
	(e)		Composition of the Committee for Interview	The Committee shall consist of the following, namely :- (1) The Chairman of the Regional Rural Bank concerned - Chairman (2) Director nominated by the Sponsor Bank - Member (3) Director nominated by the National Bank - Member 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.
	(f)		Validity of the Panel for Direct Recruitment and for Promotion	The panel shall be valid for a period of one year.
III			**Officer Middle Management (Scale III)**	
	(a)		Name of Post	Officer Middle Management (Scale III)
	(b)		Classification	Group "A"
	(c)		Mode of Appointment	10% by direct recruitment and 90% by promotion
	(A)		For Direct Recruitment	

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		(i)	Age	Below the age of 40 years (relaxation of age in the case of the Scheduled Castes or the Scheduled Tribes candidates or candidates belonging to other Special categories in accordance with the instructions/orders issued by the Central Government from time to time in this regard.
		(ii)	Minimum Qualification and Eligibility	Degree from a recognised University in any discipline or its equivalent with a minimum of 50% marks in aggregate. 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. Experience **:** Minimum 5 years experience as an Officer in any Bank or Financial Institutions.
		(iii)	Selection process	The selection of the candidates shall be on the basis of written test and interview. The written test shall be conducted through Institute of Banking Personnel Selection or any other agency approved by the Sponsor Bank. The candidates securing a minimum qualifying marks of 40% in the written test shall qualify for interview. In the case of candidates belonging to the Scheduled Castes or the Scheduled Tribes categories, the minimum qualifying marks in the written test shall be 35% to qualify for interview. All those candidates who have secured minimum qualifying marks stipulated for the written examination, in the order of merit, shall be called for interview upto the ratio 1:3. The merit lists of successful candidates in each category shall be made separately on the basis of combined performance in the written test and interview.
		(iv)	Preparation of Merit List	The list of successful candidates for appointment to Officer Middle Management (Scale III) shall be made on the basis of their combined performance of written test and interview for General, Scheduled Castes, Scheduled Tribes and other Special categories, separately. The number of selected candidates to be empanelled for recruitment shall be equal to the

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				number of notified vacancies. In addition thereto, an additional panel of selected candidates not exceeding 50% of the notified vacancies as may be decided by the Board with a minimum of two candidates in each category shall be drawn-up to meet exigencies.
	(B)		For Promotion :	
		(i)	Mode of Promotion	50% of the vacancies for promotion shall be filled under Normal Channel while 50% under Fast Track Channel as per eligibility and selection process given as follows:-
		(ii)	Eligibility	Promotion shall be made from amongst the officers holding, on full time and regular basis, the post of Officer Middle Management (Scale II). <u>Normal Channel</u> Must have seven years experience as an Officer Middle Management (Scale II). The minimum eligibility in terms of the number of years of service for promotion 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. Relaxation in eligibility criteria of one-year service will be given to such of the candidates who have passed Junior Associate of the Indian Institute of Bankers(JAIIB) of Indian Institute of Banking and Finance 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 & Finance. However, such relaxation will be available only once during the entire service period: Provided that no officer shall be considered for promotion unless he has been confirmed in the feeder grade post. <u>Zone of consideration:</u> Three times of the number of vacancies including repeaters. Explanation.- (1) Vacancies under Normal Channel shall be filled after filling the vacancies under Fast Track Channel. (2) The Officers who are eligible under Normal Channel shall also be considered under Fast Track Channel. (3) There shall be a written Examination for Fast Track Channel.

<table>
<tr><td></td><td></td><td></td><td></td><td><u>Fast Track Channel :</u>

Must have five years experience as an Officer Middle Management (Scale II). The minimum eligibility in terms of the number of years of service for promotion 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. Relaxation in eligibility criteria of one-year service will be given to such of the candidates who have passed Junior Associate of the Indian Institute of Bankers (JAIIB) of Indian Institute of Banking and Finance 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 & Finance. However, such relaxation will be available only once during the entire service period:

Provided that no officer shall be considered for promotion unless he has been confirmed in the feeder grade post.

<u>Zone of consideration :</u>

All eligible officers.</td></tr>
<tr><td></td><td></td><td>(iii)</td><td>Selection Process</td><td><u>Normal Channel :</u>

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:

<table><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>
The minimum qualifying marks in the interview shall be 50%.
Performance Appraisal Reports for the preceding six years shall be considered for the purpose of awarding marks for promotion. The minimum qualifying marks in the performance appraisal reports shall also be 50%.

<u>Fast Track Channel :</u>

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:</td></tr>
</table>

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				<table><tr><td>Written Test</td><td>50 Marks</td></tr><tr><td>Interview</td><td>20 marks</td></tr><tr><td>Performance Appraisal Reports</td><td>30 marks</td></tr><tr><td>Total</td><td>100 marks</td></tr></table> 50 marks allotted to written test shall be further divided as under:- <table><tr><td>Part “A”</td><td>25 marks</td></tr><tr><td>Part “B”</td><td>25 marks</td></tr></table> The candidates shall be required to appear for a written test comprising 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
		(iv)	Preparation of Merit List	<u>Normal Channel :</u> There shall be minimum qualifying marks of 50% in aggregate of written test, interview and performance appraisal reports. Selection of successful candidates for promotion shall be made by going down in Seniority Order starting from the top and selecting those found to score the said minimum qualifying marks of 50% in the aggregate up to a number equal to the number of vacancies notified for this channel. <u>Fast Track Channel :</u> The selection of candidates shall be made by the Committee in order of merit on the basis of written test, interview and performance appraisal reports. There shall be a minimum cut off marks of 60 % in aggregate in the written test, interview and performance appraisal reports. Selection will be based on the aggregate marks secured in the written test, interview and performance appraisal reports by placing the candidates in descending order of merit to the extent of number of vacancies. **The vacancies under this channel, which remain unfilled for** want of non-selection of adequate number of candidates shall lapse and shall be filled up by way of normal channel.
	(d)		Inter-se-Seniority	The Inter-se-seniority of all the empanelled officers selected through normal channel or fast track channel in their feeder posts shall remain unchanged.

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	(e)		Composition of the Committee for Interview	The Committee shall consist the following persons, namely :- (1) The Chairman of the Regional Rural Bank concerned – Chairman (2)Director nominated by the Sponsor Bank – Member (3)Director nominated by the National Bank - Member 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 the Scheduled Castes or the Scheduled Tribes as an additional member of the Committee.
	(f)		Validity of the Panel for Direct Recruitment and for Promotion	The panel shall be valid for a period of one year.
IV			**Officer Senior Management (Scale IV)**	
	(a)		Name of post	Officer Senior Management (Scale IV)
	(b)		Classification	Group "A"
	(c)		Mode of appointment	By promotion or deputation as per eligibility and selection process given hereinafter.
	(A)		For Promotion	
		(i)	Eligibility	Promotion shall be made from amongst the officers holding, on a regular basis, the post of Officer Middle Management (Scale III) for a period of four years. The minimum eligibility in terms of the number of years of service for promotion 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. <u>Zone of consideration:</u> All Eligible Officers.
		(ii)	Selection Process	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: Interview – 40 marks Performance Appraisal Reports – 60 marks Total – 100 marks
		(iii)	Preparation of Merit list	List of successful candidates for promotion shall be made by the Committee in order of merit on the basis of combined performance of interview and performance appraisal reports. The number of selected candidates to be empanelled for promotion shall be equal to the

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				number of notified vacancies in the order of merit.
		(iv)	Inter-se-seniority	The Inter-se-seniority of all the empanelled officers in their feeder posts shall remain unchanged.
		(v)	Composition of Committee for Interview	The Committee shall consist of the following, namely:- (1)The Chairman of the Regional Rural Bank concerned – Chairman (2) Director nominated by the Sponsor Bank – Member (3) Director nominated by the National Bank – Member 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.
		(vi)	Validity of the Panel	The panel shall be valid for a further period of one year.
	(B)		For Deputation	
			Criteria	Officers holding analogous post in Regional Rural Bank sponsored by the same Sponsor Bank.
V			**Officer Senior Management (Scale V)**	
		(i)	Name of the post	Officer Senior Management (Scale V)
		(ii)	Classification	Group "A"
		(iii)	Mode of appointment	By promotion as per eligibility and selection process given hereinafter.
		(iv)	Eligibility	Promotion shall be made from amongst the officers holding, on a regular basis the post of Officer Senior Management (Scale IV) for a period of three years. The minimum eligibility in terms of the number of years of service for promotion 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. <u>Zone of consideration:</u> All eligible officers.
		(v)	Selection Process	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: Interview – 40 marks Performance Appraisal Reports – 60 marks Total – 100 marks

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		(vi)	Preparation of Merit list	List of successful candidates for promotion shall be made by the Committee in order of merit on the basis of combined performance of interview and performance appraisal reports. The number of selected candidates to be empanelled for promotion shall be equal to the number of notified vacancies in the order of merit.
		(vii)	Inter-se-seniority	The Inter-se-seniority of all the empanelled officers in their feeder posts shall remain unchanged.
		(viii)	Composition of Committee	The Committee shall consists of the following, namely:- (1) The General Manager of the Regional Rural Bank Division of the Sponsor Bank - Chairman (2) One of the RRB Chairmen of the same Sponsor Bank, to be nominated by the Sponsor Bank - Member (3) An Officer nominated by National Bank not below the rank of General Manager – Member 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.
		(ix)	Validity of the Panel	The panel shall be valid for a period of one year.

Note :

1. The incumbents eligible for promotion on or before the publication of this notification shall continue to be considered for promotion.
2. The service of the incumbents, who are holding the posts eligible for promotion before publication of this notification, shall continue to be counted for the purpose of promotion.

Part II - Group “B"
Recruitment and Promotion

			Office Assistant (Multipurpose)	
1	(a)		Name of Post	Office Assistant (Multipurpose)
	(b)		Classification	Group "B"
	(c)		Mode of Appointment	75% by direct recruitment and 25% by promotion
	(A)		For Direct Recruitment :	
		(i)	Age	Between 18 years and 28 years (relaxation of age in case of the Scheduled Castes or the Scheduled Tribes candidates or candidates belonging to other Special categories in accordance with the instructions/orders issued by the Central Government in this regard from time to time)
		(ii)	Minimum Qualification and Eligibility	(i) Bachelor Degree or its equivalent of a recognised University in any discipline; (ii) (a) Essential: Proficiency in local language as may be specified by the Board (b) Desirable: Knowledge of Computer skills.
		(iii)	Selection Process	The Selection shall be made on the basis of written test and interview as under: Written Test : 70 marks Interview : 30 marks The written test shall be conducted by the Institute of Banking Personnel Selection or any other agency approved by the Sponsor Bank. The written test shall cover (a) Test of Reasoning, (b) Numerical Ability, (c) General Knowledge and (d) General English or Hindi. The candidate securing a minimum of 40% marks in the written test shall qualify for interview. In the case of candidates belonging to the Scheduled Caste or the Scheduled Tribes categories, the minimum marks in the written test shall be 35% to qualify for interview. All those candidates who have secured minimum qualifying marks in written examination, in the order of merit, shall be called for interview upto the ratio of 1:3. The merit lists of successful candidates in each category shall be made separately on the basis of combined performance in the written test and interview.
		(iv)	Preparation of Merit list	Lists of successful candidates for appointment to Office Assistant (Multipurpose) shall be prepared on the basis of ranking accorded to them based on aggregate marks in written

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				test and interview for General, the Scheduled Castes, the Scheduled Tribes and Other Special categories, separately. The number of selected candidates to be empanelled for promotion shall be equal to the number of notified vacancies in the order of seniority. In addition thereto, an additional panel of selected candidates not exceeding 50% of the notified vacancies as may be decided by the Board with a minimum of two candidates for each category, shall be drawn upto meet the exigencies.
	(B)		For Promotion	
		(i)	Mode of promotion	70% of the vacancies by promotion under Normal Channel and 30% under Fast Track Channel as per eligibility and selection process given hereinafter.
		(ii)	Eligibility	Promotion shall be made from amongst the employees holding the post of Office Attendant (Multipurpose on a regular basis. <u>Normal Channel :</u> Must have ten years experience as Office Attendant (Multipurpose) and also must have passed 10th Standard. The minimum eligibility in terms of the number of years of service for promotion 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: Provided that no employee shall be considered for promotion unless he has been confirmed in the feeder grade post <u>Zone of consideration:</u> Three times of the number of vacancies including repeaters. Explanation.- (1)Vacancies under Normal Channel shall be filled after filling the vacancies under Fast Track Channel. (2)The Employees who are eligible under Normal Channel shall also be considered under Fast Track Channel. (3)There shall be common written examination and interview for both the channels. <u>Fast Track Channel :</u> Must have five years experience as Office Attendant

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<table>
<tr><td></td><td></td><td></td><td></td><td>(Multipurpose) with Graduation from a recognised University. The minimum eligibility in terms of the number of years of service for promotion 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:

Provided that no employee shall be considered for promotion unless he has been confirmed in the feeder grade post

<u>Zone of consideration:</u>

All eligible employees.</td></tr>
<tr><td></td><td></td><td>(iii)</td><td>Selection Process</td><td>The selection shall be on the basis of combined performance in the written test and interview as per the division of marks, given below :
<table><tr><td>Written Test</td><td>70 Marks</td></tr><tr><td>Interview</td><td>30 marks</td></tr><tr><td>Total</td><td>100 marks</td></tr></table>
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:

<table><tr><td>English or Hindi</td><td>35 marks</td></tr><tr><td>Arithmetic</td><td>35 marks</td></tr><tr><td>Total</td><td>70 marks</td></tr></table></td></tr>
<tr><td></td><td></td><td>(iv)</td><td>Preparation of Merit list</td><td><u>Normal Channel :</u>

Selection of candidates for promotion shall be on the basis of combined performance in Written Test and Interview for General, Scheduled Caste, Scheduled Tribe and Other Special Categories, separately.

There shall be a minimum cut off mark of 40% in aggregate of written test and interview.

The number of selected candidates to be empanelled for promotion shall be equal to the number of notified vacancies in the order of seniority from among the candidates who secure the minimum cut off marks.

<u>Fast Track Channel:</u>

The selection of candidates shall be made by the Committee in</td></tr>
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				order of merit on the basis of combined performance in written test and interview for General, Scheduled Caste, Scheduled Tribe and Other Special Categories, separately. There shall be a minimum cut off marks of 45% in aggregate in the written test and interview. Selection shall be based on the aggregate marks obtained in the written test and interview by placing the candidates in descending order of merit to the extent of number of vacancies. **The vacancies under this channel, which remain unfilled for** want of non-selection of adequate number of candidates shall lapse and shall be filled up by way of normal channel.
		(d)	Inter-se-seniority	The Inter-se-seniority of all the empanelled employees selected through normal channel or fast track channel in their feeder posts shall remain unchanged.
		(e)	Composition of the Committee for Interview	The Committee shall consist of the following persons, namely:- (1) The General Manager and where there is no General Manager, an officer nominated by the Board of 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 the National Bank - - Member. Note: If none of the members of the Committee belongs to the Scheduled Caste or the Scheduled Tribe, the Board may nominate an officer of suitable position belonging to the Scheduled Caste or the Scheduled Tribe as an additional member of the Committee.
		(f)	Validity of the panel for direct recruitment and for promotion	The panel shall be valid for a period of one year.

Note:

1. The incumbents eligible for promotion on or before the publication of this notification shall continue to be considered for promotion.
2. The service of the incumbents, who are holding the posts eligible for promotion before publication of this notification, shall continue to be counted for the purpose of promotion.

Part III - Group "C"
Recruitment

			Office Attendant (Multipurpose)	
1.	(a)		Name of Post	Office Attendant (Multipurpose)
	(b)		Classification	Group "C"
	(c)		Mode of Appointment	100% by direct recruitment
	(d)		Age	Above 18 years but below 28 years (relaxation in case of the Scheduled Caste or the Scheduled Tribes candidates or candidates belonging to other Special categories in accordance with the instructions or orders issued by the Central Government of India in this regard from time to time.
	(e)		Minimum Qualification and Eligibility	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.
	(f)		Selection Process	On the basis of interview.
	(g)		Preparation of Merit list	Lists of successful candidates for appointment to Office Attendant (Multipurpose) shall be prepared on the basis of ranking accorded to them in Interview for General, the Scheduled Castes, the Scheduled Tribes and Other Special categories, separately. The number of selected candidates to be empanelled for recruitment shall be equal to the number of notified vacancies. In addition thereto, an additional panel of selected candidates not exceeding 50% of the notified vacancies as may be decided by the Board, with a minimum of two candidates for each category, shall be drawn up to meet exigencies in all categories.
	(h)		Composition of the Committee	The Committee shall consist of the following persons, namely (1)The General Manager and where is no General Manager, an officer not below Scale III nominated by the Board of Regional Rural Bank - Chairman (2) An officer of the Regional Rural Bank concerned, not below Scale II as nominated by the Board - Member (3) An officer nominated by the Sponsor Bank - Member <u>Note</u>: 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

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				member of the Committee.
	(i)		Validity of the Panel	The panel shall be valid for a period of one year.

Note:

1. The incumbents eligible for promotion on or before the publication of this notification shall continue to be considered for promotion.
2. The service of the incumbents, who are holding the posts eligible for promotion before publication of this notification, shall continue to be counted for the purpose of promotion.

F. No. 7/5/2009-RRB

(K.V. Eapen)
Joint Secretary to the Government of India

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Note:- The principal rules were published under S.O. 895(E) dated 28.9.1988 and subsequent amended vide S.O. No. 642(E) dated 29.7.1998

Composition of the Committee for Interview	The Committee shall consist of the following, namely:- (1) The Chairman of the Regional Rural Bank concerned - Chairman (2) Director nominated by the Sponsor Bank - Member (3) Director nominated by the National Bank - Member 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.

Composition of the Committee for Interview	The Committee shall consist of the following, namely :- (1) The Chairman of the Regional Rural Bank concerned - Chairman (2) Director nominated by the Sponsor Bank - Member (3) Director nominated by the National Bank - Member 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.

Composition of the Committee for Interview	The Committee shall consist the following persons, namely :- (1) The Chairman of the Regional Rural Bank concerned – Chairman (2)Director nominated by the Sponsor Bank – Member (3)Director nominated by the National Bank - Member 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 the Scheduled Castes or the Scheduled Tribes as an additional member of the Committee.

Composition of Committee	The Committee shall consists of the following, namely:- (1) The General Manager of the Regional Rural Bank

	Division of the Sponsor Bank - Chairman (2) One of the RRB Chairmen of the same Sponsor Bank, to be nominated by the Sponsor Bank - Member (3) An Officer nominated by National Bank not below the rank of General Manager – Member 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.

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Composition of the Committee for Interview	The Committee shall consist of the following persons, namely:- (1) The General Manager and where there is no General Manager, an officer nominated by the Board of 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 the National Bank - - Member. Note: If none of the members of the Committee belongs to the Scheduled Caste or the Scheduled Tribe, the Board may nominate an officer of suitable position belonging to the Scheduled Caste or the Scheduled Tribe as an additional member of the Committee.

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