

F.No.7/25/2012-RRB(Vol.III)
Government of India
Ministry of Finance
Department of Financial Services

Jeevan Deep Building, Parliament Street,
New Delhi-110 001.
dated the 12th July, 2016

To

The Chief General Manager,
IDD, NABARD,
Head Office,
Mumbai.

Subject: Recruitment process in RRBs through CWE-V – Amendment in APR, 2010.

Sir,

As you are aware, the amendment in APR, 2010 is under consideration of the Government. The Department is considering the following improvements in the recruitment process of RRBs through suitable amendment in APR, 2010:-

(a) **Conduct of Interviews:**

IBPS or any other agency approved by Gol will handle all direct recruitments for RRBs in different posts / scales including the conduct of interviews and issue of final result (except Group 'C' staff). The interview Board would be independent of the Bank Management. The broad policy on setting up of Interview Boards will be decided by NABARD in consultation with Gol and the details of composition of the Interview Board will be decided by IBPS in consultation with NABARD. The location of the Interview centres including number of interview panels in each centre alongwith composition of the Board will be dynamic depending upon the number of participants to be interviewed after the clearance in written test.

(b) **Local Language proficiency:** The RRBs shall give a 6 month period, extendable to another 6 months, to the candidates for Office Assistant and Officer Scale I for taking the Language Screening Test. In case, a longer period upto 1 year is required, the same can be decided by the Board. The candidates who have studied the language of the state in X Std. or at any level above X Std. and upto graduation/post graduation level shall be exempted from any language screening.

(c) **Marks for Written Test & Interview:** In the selection process of Officers, the marks for Written Test and Interview have been prescribed as 70 and 30 respectively in APR, 2010. It is proposed that for selection of Officers, there may be 80 marks for Written Test and 20 marks for Interview. Minimum qualifying marks for written examination may be continued. There would be no qualifying marks for interview (this is proposed with a view to making the selection process more fair, objective and transparent and eliminating the risks of any bias/favour/discretionary treatment in the interview).

(d) **State-wise merit list:** Since there was a shortfall in filling up the vacancies in some States, it is proposed that IBPS will prepare State/UT-wise separate merit lists for filling up of vacancies in the RRB/s of particular State/UT based on all India merit and available preference given by the candidate in the application form, for provisional allotment of the

candidates. This will enable all RRBs to get adequate number of candidates against the required vacancies.

- (e) **Two tier written examination**: Since large number of candidates undertake written exams for RRBs, it is essential that the candidates are first screened out and then a rigorous test is undertaken for their knowledge. This could be done through a two-tier written examination for the recruitment of Office Assistants and Officers Scale I, involving Preliminary and Main examinations.
- (f) **Deputation**: To bring more professionalism in RRBs, we may introduce lateral entry through deputation for Officer Scale-I to III, from PSBs in the quota of direct recruitment. This wouldn't affect the promotion vacancies. For this, there may be a provision of 5%, out of 50% for direct recruitment for Officers Scale-I, 5% out of 25% for direct recruitment for Officer Scale-II and 2.5% out of 10% for direct recruitment for Officers Scale-III, by deputation from PSBs. The vacancies for the posts of Scale-IV & above will be filled up through promotions only.
- (g) **Discontinuation of Interviews for junior level posts**: In pursuance of the decision taken in the meeting of CoS chaired by Cabinet Secretary held on 13.11.2015 regarding discontinuation of interviews for junior level posts, instructions were issued on 05.01.2016 to all concerned to discontinue interviews in the recruitment process for the clerical & sub-staff post in RRBs.

The particulars of existing provisions and proposed amendments in APR, 2010 are given in **Annexure**, for vetting by NABARD. It is requested that your comments on the above may be forwarded. Further, comments of all sponsor banks may also be called for on the proposed amendments in APR, 2010, which in turn may be sent to this Department latest by 20.07.2016, positively.

Yours faithfully,

Encl.: as above


(A.K. Das)

Under Secretary to the Government of India
Tel. 23748736

Particulars of existing provisions and proposed amendments in RRBs (Appointment & Promotion of Officers and Employees) Rules, 2010

| S. No. | Particulars of existing provision of APPR, 2010 | Suggested Amendment in APPR, 2010 | | | | | | |
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| 1. | <p>Interviews: 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.</p> <p>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.</p> <p>(Rule 9 of APR)</p> | <p>IBPS or any other agency approved by Gol will handle all direct recruitments for RRBs in different posts / scales other than those of Group 'C' employees, including the conduct of interviews and issue of final result. For the purpose of conducting interviews, NABARD shall prepare modalities in consultation with Gol. The interview Board would be independent of the Bank Management. The setting up of Interview Boards will be decided by NABARD in consultation with Gol and the details of composition of the Interview Board will be decided by IBPS in consultation with NABARD. The location of the Interview centres including number of interview panels in each centre alongwith composition of the Board will be dynamic depending upon the number of participants to be interviewed after the clearance in written test.</p> | | | | | | |
| <p>Justification: This is to ensure independence of IBPS in conducting the examination as also objectivity, transparency and probity in conducting the examination.</p> | | | | | | | | |
| 2. | <p>Marks for Written Test & Interview: In selection process of Officer Scale-I, the marks for Written Test and Interview have been prescribed as 70 and 30 respectively. For selection of Officer Scale II & Officer Scale III, no marks for Written Test and Interview have been prescribed in APR, 2010.</p> <p>(Third Schedule - Part I Group 'A' Clause I(c)(A)(iii), II(c)(A)(iii), III(c)(A)(iii) of APR)</p> | <p>For Officer Scale-I, II & III – Selection Process: The Selection shall be made on the basis of written test and interview as under:-</p> <table border="1" data-bbox="938 1373 1409 1485"> <tr> <td>Written Test</td> <td>80 marks</td> </tr> <tr> <td>Interview</td> <td>20 marks</td> </tr> <tr> <td>Total</td> <td>100 marks</td> </tr> </table> <p>Minimum qualifying marks for written examination will be continued. There would be no qualifying marks for interview.</p> | Written Test | 80 marks | Interview | 20 marks | Total | 100 marks |
| Written Test | 80 marks | | | | | | | |
| Interview | 20 marks | | | | | | | |
| Total | 100 marks | | | | | | | |
| <p>Justification: By doing this, more weightage would be given to written test and this will also lead to fair selection process.</p> | | | | | | | | |
| 3. | <p>Age: The upper age limit for Officer Scale-I has been prescribed as 28 years.</p> <p>(Third Schedule - Part I Group 'A' Clause I(c)(A)(i) of APR)</p> | <p>The upper age limit for Officers Scale-I shall be 30 years.</p> | | | | | | |
| <p>Justification: In PSBs also, the upper age limit for Officer Scale-I is 30 years. Further, this is in consonance with the procedure adopted in CWE-IV conducted in the year 2015 which was approved by FM.</p> | | | | | | | | |

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| 4 | <p><u>Discontinuation of Interviews for Office Assistant(Multipurpose):</u> The selection shall be made on the basis of written test and interview as under: Written Test : 70 marks Interview : 30 marks</p> <p>(Third Schedule - Part II Group 'B' Clause I(c)(A)(iii) of APR)</p> | <p>The candidate will be selected as Office Assistant (Multipurpose) on the basis of merit in written test only.</p> |
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Justification: This is as per the policy decision of Gol for discontinuation of interviews for junior level posts. In pursuance of the decision taken in the meeting of CoS chaired by Cabinet Secretary held on 13.11.2015, instructions were issued to all concerned to discontinue interviews in the recruitment process for the clerical & sub-staff post in RRBs.

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| 5. | <p><u>Discontinuation of Interviews for Office Attendant (Multipurpose):</u></p> <p>On the basis of interview.</p> <p>(Third Schedule – Part III Group 'C' Clause 1(f) of APR)</p> | <p>The mechanism for selection of candidates for Office Attendant (Multipurpose) shall be decided by the respective Board of RRBs in consultation with Sponsor Bank in conformity with Gol instructions.</p> |
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Justification: This is as per the policy decision of Gol for discontinuation of interviews for junior level posts. In pursuance of the decision taken in the meeting of CoS chaired by Cabinet Secretary held on 13.11.2015, instructions were issued to all concerned to discontinue interviews in the recruitment process for the clerical & sub-staff post in RRBs.

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| 6. | <p><u>Language proficiency:</u></p> <p>“Proficiency in local language, as may be specified by the Board.”</p> <p>(Third Schedule - Part II Group 'B' Clause I(c)(A)(ii), Part I Group 'A' Clause I(c)(A)(ii) of APR)</p> | <p>The RRBs shall give a 6 month period extendable to another 6 months to the candidates for Office Assistant and Officer Scale I for taking the Language Screening Test. In case, a longer period upto 1 year is required, the same can be decided by the Board. The candidates who have studied the language of the state in X Std. or at any level above X Std. and upto graduation/post graduation level shall be exempted from any language screening.</p> |
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Justification: In the States like J & K, Kerala (English medium Schools and KVs), local languages are not taught at 10th Standard level or any level upto graduation level. In other States like U.P. & Chhattisgarh and other states of Hindi belt, many candidates have optional subject Sanskrit in class 10th instead of Hindi (permitted by CBSE), thus having become ineligible to write examination. Thus, there is a urgent need to revise the existing guidelines on local language proficiency as proposed above.

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| 7. | <p><u>Merit list:</u></p> <p>There is no specific mention. However, as a matter of practice, the merit list is prepared on All India basis.</p> | <p>IBPS shall prepare State/UT-wise separate merit lists for filling up of vacancies in the RRB/s of particular State/UT based on all India merit and available preference given by the candidate in the application form, for provisional allotment of the candidates.</p> |
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Justification: For the selection process undertaken in 2015, there was a shortfall in filling up the vacancies in RRBs of some States. This will enable all RRBs to get adequate number of candidates against the required vacancies.

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| 8. | <p>Written examination: Only one written examination besides interview for all categories of Exams. conducted by IBPS.</p> <p>(Third Schedule - Part I Group 'A' Clause I(c)(A)(iii), Part I Group 'A' Clause II(c)(A)(iii), Part I Group 'A' Clause III(c)(A)(iii) and Part II Group 'B' Clause 1(c)(A)(iii) of APR)</p> | <p>There would be two-tier written examination - Preliminary & Main for Officers Scale-I and Office Assistants. In case of any change required for the stages of written examination, it will be decided by NABARD in consultation with Gol.</p> <p>(The existing procedure of single (Main) examination will continue for other Grades of Officers).</p> |
| <p>Justification: The two-tier written examinations involving Preliminary and Main examinations is being proposed for RRBs on the lines of PSBs. This will help IBPS to bring in additional rigour and efficiency in the entire selection process.</p> | | |
| 9. | <p>Deputation: Does not provide for recruitment in the form of deputation in RRBs.</p> | <p>i) Officer Scale-I</p> <p>45% by Direct Recruitment, 5% by Deputation from Public Sector Banks(PSBs)/FIs etc. and 50% by Promotion from Group 'B'.</p> <p>(Group 'A' Clause I(c) Pg. 43 of APR)</p> <p>ii) Officer Scale-II</p> <p>25% by direct recruitment (of which 10% from Specialist cadre like Information Technology, Agriculture, Treasury, Law, Marketing, Chartered Accountants etc., 10% from experienced officers and 5% by deputation from PSBs/FIs etc.) and 75% by promotion.</p> <p>(Group 'A' Clause II(c) Pg. 47 of APR)</p> <p>iii) Officer Scale-III</p> <p>7.5% by direct recruitment, 2.5% by deputation from PSBs/FIs etc. and 90% by promotion.</p> <p>(Group 'A' Clause III(c) Pg. 53 of APR)</p> |
| <p>Justification: This will bring more professionalism among the staff of RRBs.</p> | | |