

Annexure 5.1

Proposed amendments in Service Regulations of RRBs

The Task Force has received various suggestions regarding amendment of service regulations. The following suggestions for amendment in service regulation may also be considered by the authorities.

A. Regulation no. 11-

It is suggested that Special Review Committee to be constituted shall have the following specific Directors:

- a. Director Nominated by NABARD.
- b. Director Nominated by RBI.
- c. Directors Nominated by Sponsor Bank.

This Subcommittee may review the performance of each of the officer or employee and make recommendations to the Chairman for continuation of service or otherwise.

B. Regulation no. 23-

This regulation is not clear whether the officer or employee has to stay at his place of posting. In view of the changing scenario, the dual responsibility of key has to be carried out for security reasons and proper formalities for key handing over should be followed. In view of this, it is felt that this regulation may be amended to the extent that an officer or employee shall reside at the place of posting and shall obtain prior permission for leaving the headquarters from the competent authority.

C. Regulation no. 27-

The return of assets and liabilities shall be made mandatory for the employees also.

D. Regulation 28-

This regulation is silent in the case of an officer or employee has extramarital relationship. A sub-Clause may be added stating that no officer or employee shall have illicit relationship or extramarital relationship with any of the persons.

E. Regulation 29-

The figure 44 printed in the 17th line in page no. 24 should be read as "Regulation No. 45."

F. Regulation no. 38 (Penalties)-

There is no clear distinction between minor misconduct and major misconduct in respect of officers and employees. A clear distinction may be made with regard to type of misconduct and included under regulation no. 38 (1) (a) & (b) and 38 (2) a & b (Page 30 and Page 33).

G. Regulation no. 38 page no. 33-

In respect of penalties on major misconduct for workmen staff, the Disciplinary Authority cannot reduce more than 1 stage for a period of 2 years. This does not appear well where an employee has committed major misconduct. It is suggested that the restriction of reduction in stage for a period of 2 years may be deleted.

H. Regulation no. 38-

Under regulation no. 38 in the case of workmen staff, there are no provisions to recover the financial loss incurred by the bank in respect of the misconduct committed. It is suggested that one more clause may be added so that recovery of financial loss may be awarded by the Disciplinary Authority.

I. Regulation no. 43-

This regulation permits the employee to engage a legal practitioner for defending his case with the prior permission of the Competent Authority. This regulation may be amended and it may be made clear that “for the purpose of inquiry, the officer or employee shall not engage a legal practitioner” however, he may engage his own colleague in the Bank to defend his case.