

HUMAN RESOURCES DEPARTMENT

IMPORTANT ANNOUNCEMENT

ENGAGEMENT/ EMPANELMENT OF RETIRED OFFICERS/ EMPLOYEES OF THE BANK / E-ABs FOR DIFFERENT ROLES IN NEW ANYTIME CHANNEL VERTICAL ON CONTRACT BASIS

Applications are invited from retired employees and an officer of the Bank/ e-Abs/ other PSBs retired in the **Scale I to IV, who retired from Bank's service on attaining superannuation on or before 30.09.2020 and should not have completed 63 years of age as on 01.11.2020** for engagement in the new Anytime Channel Vertical on contract basis.

The applicant should have retired with good track record and no punishment/ penalty should have been inflicted on the retired employees/ officer during five years of his service in the Bank preceding his retirement. The retired employees/ officer voluntarily retired/ resigned/suspended/ who have left the Bank otherwise before superannuation are *not eligible* for consideration for appointment. Applicant should be resident of the area, where AO/RBO is functioning. Preference will be given to the officials who have worked in ATM operations.

All interested eligible retired employees and officers are advised to send a scanned copy of their application on the email id **agmphr.lhogu@sbicoin** latest by 15.10.2020 and the original copy to reach us on the undernoted address latest by 20.10.2020

Asstt. General Manager (HR) State Bank of India Local Head Office Guwahati-781006
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Format for application has been placed in Annexure-I. The eligibility criteria, empanelment/selection process, terms and conditions and other related matters of empanelment have been furnished in Annexure-II and Annexure-III.

However, it is to be noted that merely extending willingness for engagement in the new Anytime Channel Vertical on contract basis will not entitle the employee/ official for consideration. It will be subject to the reckoning of administrative requirements of the Circle and decision of the Competent Authority thereat.

Deputy General Manager & CDO

CENTRE-WISE AND SCALE-WISE TENTATIVE VACANCIES

Sr No	Centre for which retired staff required	Channel Facilitator (Clerk/Scale I,II, III & IV) Vacancy	Manager (CMFAC) (Scale II,III & IV) Vacancy	Channel Supervisor (CMSAC) (Scale II,III & IV) Vacancy	Manager (CMSAC) (Scale II,III & IV) Vacancy	Total retired employee required at the Centre
1	ITANAGAR	4		1		5
2	TEZPUR	5		1		6
3	DIBRUGARH	3				3
4	TINSUKIA	4		1		5
5	BONGAIGAON	3		1		4
6	JORHAT	2		1		3
7	DIMAPUR	4		1		5
8	MOKOKCHUNG	2				2
9	SHILLONG URBAN	4		1		5
10	TURA	1				1
11	SHILLONG RURAL	1				1
12	IMPHAL	5		1		6
13	AGARTALA SOUTH	1				1
14	AIZAWL	3				3
	Total	42		8		50

Passport Size
Photo

APPLICATION TO BE SUBMITTED BY CANDIDATES APPLYING
FOR THE POST OF CHANNEL MANAGER SUPERVISOR-AC (CMS-AC) ,
CHANNEL MANAGER FACILITATOR-AC (CMF-AC)

Sl.No.	Particulars	Details of the applicant
1	Application for the post of (preference wise)	01.Channel Manager Facilitator (CMF-AC) 02.Channel Manager Supervisor (CMS-AC)
2	Name (in block letter)	
3	Father's Name	
4	Date of Birth	
5	PF Index No.	
6	Category	General/SC/ST/Minorities/OBC
7	Pensioners' ID Card No.	
8	Residential Address (Place where he/she is permanently staying) *	House No _____ Street _____ Locality _____ Landmark (if any) _____ District _____ Pin Code _____
9	State of Domicile	
10	Educational Qualifications	
11	Landline and Mobile numbers	
12	Email address	

13	Bank/ Branch from which retired with year of retirement/voluntary retirement		
14	Designation last held with Grade/Scale		
15	Whether retired on superannuation or voluntarily		
16	Has had disciplinary action initiated by Bank during five years of his service preceding to retirement		
17	Details of services in Alternate Channel areas, with exposure to ATM operation if any	Period	
		From	To
		1.	
		2.	
		3.	
18	Last three assignments held (in descending order)		Period
	Assignment	Branch/Office/Department	From
19	Knowledge of operating smart phone/TAB/PC/Laptop, Apps		
20	Significant achievements (in brief)		
	A. Banking career B. Others		
21	Awards/Recognitions received from Bank/Government/voluntary/service organizations		
22	Ability to undertake extensive ATM/Branch visits and constraints, if any		
23	Any other information you would like to share		

	Languages known:	<u>Read</u>	<u>Write</u>	<u>Speak</u>
24	a)			
	b)			
	c)			
25	Any other constrains, including issues related to health			
26	Applied for Hub/Cluster/RBO			

DECLARATION

I confirm that above information is correct and is based on my service record. I have retired from Bank's service on attaining superannuation and not under Voluntary Retirement or Exit Option Scheme. If any information proved contrary to the said self-declaration, my engagement shall be liable for termination. Bank's decision in this regard shall be final and binding on me.

Date:

(Signature of the applicant)

Attachments:

Self-attested photo copies of the following:

1. PAN card
2. Aadhaar card
3. Relieving letter from the last Organization served
4. Address Proof.

Annexure – II

ENGAGEMENT OF RETIRED OFFICERS / EMPLOYEES OF THE BANK / e-ABs AND RETIRED OFFICERS OF OTHER PSBs ON CONTRACT BASIS FOR WORKS AT CIRCLE LOCATIONS AS CHANNEL MANAGER SUPERVISOR (CMS-AC), CHANNEL MANAGER FACILITATOR (CMF-AC)

The recruitment process will be done by the CDO Dept. at the Circle by complying with the following guidelines:

- i. Engagement of the Retired Officers / Employees of our Bank / e-ABs and Retired Officers of other Public Sector Banks for following posts will be for a minimum period of one year (total maximum period of 2 years or attaining 65 years of age whichever is earlier) as per following table and terms and conditions enumerated in Annexure-I:

Retired Officers/Employees	Role	Scale
Retired Officers/Employees OF SBI/e-ABs	Channel Manager Facilitator (CMF-AC)	Clerical Staff, Officers Scale I,II,III,IV
	Channel Manager Supervisor (CMS-AC)	II,III & IV
Retired Officers of Other PSBs	Channel Manager Facilitator (CMF-AC)	I,II,III & IV
	Channel Manager Supervisor (CMS-AC)	II,III & IV

- ii. To draw a waitlist of the eligible employees, keeping in mind the nature of the work & expected attrition.
- iii. To obtain a fresh Acceptance Letter (Annexure-IV) from the existing Channel Manager Facilitators for the revised Terms & Conditions and roles & responsibilities.
- iv. Instructions issued vide Circular letters No. CDO/PM/AKC/A13P/SPL/01 dated 19.07.2018 and CDO/PM/RJ/1450/SPL/207 dated 01.01.2020.
- v. Keeping in view that a large number of Retired Officers / Employees are being engaged on contract basis, the Circle / User Department should make efforts for adequate representation of members of SCs, STs and OBCs in such engagement as per GOI instructions.

<p>1. Identification of jobs: The services of Retired Officers / Employees shall be used for following purpose:</p>	

<p>a. <u>Channel Manager Supervisor (CMS-AC)</u></p>	<p>RESPONSIBILITIES</p> <ul style="list-style-type: none"> • Monitor performance of Channel Manager Facilitators (CMF-AC). • Responsible for overall ambience of ATM-lobbies and e-Corners & functioning of the ATMs attached to him along with SWAYAMs / GCC / any other AC products. • Ensuring maximum availability and uptime of ATMs / SWAYAMs as per Bank’s guidelines. • Ensuring the e-surveillance Systems is functioning. • Effective Vendor Management of all the products under AC department • Ensure updation / verification of ATM Data details in the i-Alert Portal Database. • Updation / verification of SWAYAM Data in SWAYAM Dashboard. • Assist AGM (AC-Ops) / DGM (AC) in site selection as per guidelines for new ATMs/ SWAYAMs and relocation of existing ATMs/ SWAYAMs where warranted. • Coordinate for introduction of locale specific ATM / SWAYAM features and or infrastructure (e.g. Regional
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language display, larger capacity UPS, etc).

- Maintain the Preventive Maintenance (PM) reports of Machines from respective OEM Vendors of ATM / ADWM / SWAYAM

- Coordinate with local RBOs for installation of Swayam kiosks as required.

- Responsible for follow up of zero transaction branches in Swayam & GCC with branches or respective vendors

FUNCTIONS

- Monitoring and ensuring optimum utilization of dashboards, mobile app and manpower provided in the form of Support to CMF.

- Verification/perusal of physical visits done by CMF-AC. Apprising the same to AGM (AC-Ops). He/she should also make surprise visits to ATMs room / lobbies / e-corners to check whether things are in order as described in roles of CMF-AC once in quarter through Channel Manager Access Card (CMAC).

- Monitoring HP-ESQ Tool for uptime/downtime/faults through portals/ app and advise Support to Channel Manager Facilitators to follow up with respective stakeholders for early resolution.

- Monitor SWAYAM Dashboard for down/ zero txn kiosks and advise Support to Channel Manager Facilitators to follow up with respective stakeholders for early resolution.

- Advise physical ATM / ADWM / Swayam / GCC visit schedule to CMF-AC.

- Obtaining the latest Approved Publicity materials to be displayed in the ATM room & ATM / ADWM/ SWAYAM Screens from AGM (AC-Ops) and advise the same to CMFAC for compliance.

- Any short coming must be rectified within shortest time in consultation/coordination with controllers/vendors.

- In addition to periodic visits, visit ATMs / ADWMs / SWAYAMs in case of exigencies like installation/ replacement, vandalism, fraud, fire, flood etc.

	<ul style="list-style-type: none"> • Co-ordinating and overseeing between vendors and operating Bank Staff (CAC/Branch) for early resolution/fixing of problems. • Any other situation when presence of Channel Manager Supervisor at the site is warranted. This is applicable for CAPEX/BLA/TOM Machines. • Ensure to follow up with CMS vendor for timely resolution of Auto call logged for Swayam. • Ensure to call log manually for zero transaction Swayam Kiosks. • For all the ATMs / SWAYAMs, will ensure timely service/resolution of problems in accordance with timelines/SLAs in the respective agreements. Feedback to AGM (AC-Ops), regarding penalties for breach in SLA clauses by vendors. • Assist AGM (AC) in (a) locations/site selection as per location guidelines for new ATMs / SWAYAMs. (b) location analysis for existing ATMs / SWAYAMs- suggesting relocation where warranted. • Attending to any other situation where his presence is required, as instructed by AC Dept. at Circle. <p>MEASURES OF SUCCESS:</p> <ul style="list-style-type: none"> • Ensuring maximum availability and uptime of the attached ATMs along with SWAYAMs / GCC / any other AC products, as per Bank's guidelines. • Monitoring and ensuring effective functioning of eSurveillance Systems. • Effective Vendor Management of all the products under AC department. • Monitoring and ensuring overall ambience of ATM lobbies and e-Corners, is of desired standard.
<p><u>b. Channel Manager Facilitator (CMF-AC)</u></p>	<p>RESPONSIBILITIES</p> <ul style="list-style-type: none"> • Responsible for overall ambience of ATM/ADWM-lobbies and e-Corners & functioning of the ATMs along with SWAYAMs / GCC / any other AC products. • Ensuring maximum availability and uptime of ATMs

/ADWMs / Swayam / GCC as per Bank's guidelines.

- Responsible for follow up of zero transaction branches in Swayam & GCC.
- Supervision of Terminal Installation Service (TIS) / civil work for relocation/revamp of existing ATMs / SWAYAMs. In case of BLA/TOM, monitoring and reporting.
- Follow-up with respective vendors for early rectification of the faults.
- Coordinate for introduction of locale specific ATM / ADWM / Swayam features or infrastructure (e.g. Regional language display, larger capacity UPS, etc.).
- Login for HP-ESQ ATM Monitoring tool or other App/portals provided to check ATM status through the system or mobile phone (smart phone).
- Channel Manager Access Card (CMAC) will be issued to record their visits through : ATMs/ADWMs/SWAYAMs/GCC/any other AC products.
- During ATM site visits, the parameters detailed in the ATM Site Visit Checklist to be complied with.
- Ensuring the e-surveillance Systems is functioning. • Any other work which deemed fit for the role.

FUNCTIONS

- Monitoring through dashboards& Mobile App.
- Visiting all ATMs / ADWMs / Swayam / GCC attached to him at least once in a month and furnishing the visit reports to Channel Manager Supervisor (AC).
- During visits, the official should take colour pictures (through mobile phone camera preferred) of the entire ATM lobby / eCorner. All visits to be substantiated with photos, shared through emails/mobile app
- . • Ensuring that ATM rooms / lobbies / e-corners are clean and tidy.
- Lighting arrangement in ATM rooms / lobbies / e-corners is proper. The lighting arrangement should be in front of the user/behind the camera so that the user's

face is clearly visible in CCTV footage.

- Ensuring that Swayam machine is functioning properly. Also, ensure for regular replacement of printer cartridges in Swayam for proper printing of passbook.

- Follow up with vendor for timely resolution of Auto call logged for Swayam.

- Ensure to call log manually for zero transaction Swayam Kiosks or down kiosks.

- Ensure that GCC machine at branches are functioning. For any issue, coordinate with concerned branch for call log in service desk. If any help form local level is required, inform the War Room at Network for resolution of issue.

- No skimming / extraneous device like cameras are placed by the fraudsters in the ATM rooms / lobbies / e-corners.

- There is no tampering in the card reader (the slot for insertion of ATM card) and keypad of the ATM.

- Port, Cable and Power connections are not accessible to the customers.

- A notice 'WE ACCEPT ALL BANKS CARDS' is properly displaced on the glass door of the ATM.

- A poster on Do's and Don'ts to be observed by the customers while doing transactions on ATMs is properly displayed.

- Ensuring the correct ATM / ADWM ID is displayed on the Machine.

- For ATMs located at Metro cities "METRO ATM" should be displayed on the machine.

- Ensuring that Caretaker (wherever provided) is present, is in uniform, wears identity card and is in alert position.

- Monitoring functioning of AC, UPS, CCTVs (wherever installed), lighting, Signage lighting, e-Surveillance Systems (wherever installed), Solar Power Systems (wherever installed) etc. and ensuring that they are in working condition.

- Ensuring that only Current Publicity materials are

displayed in the ATM room and no obsolete material should be there. Verifying that the latest approved ATM/ SWAYAM Ad Screens are being shown at ATMs/ SWAYAMs.

- Any shortcoming to be reported immediately to Channel Manager Supervisor (AC) and ensure rectification strictly as per SLAs in consultation/coordination with controllers/vendors.

- In addition to periodic visits, visit ATMs/ SWAYAMs in case of exigencies like installation / replacement, vandalism, fraud, fire, flood etc.

- Co-ordinate with concerned RBO (where ATM / ADWM is located) for periodical & surprise cash verification of ATMs / ADWMs, as advised by respective AGM (AC).

- Coordinating and overseeing between vendors and operating Bank Staff (CAC/Branch) for early resolution/fixing of problems.

- To maintain contact details and liaison with field personnel of vendors and local representatives of central vendors viz. MS/BLA/TOM Vendor, SLM/OEM Vendor, Joint custodians (Bank staff/CITs/Bank's CAC), caretaker/security guards, housekeeping persons, e-Surveillance vendor, communication vendor, etc. for better coordination.

- For all the ATMs / ADWMs /Swayam / GCC, he will ensure timely service/resolution of problems in accordance with timelines / SLAs in the respective agreements.

- Feedback to Channel Manager Supervisor (CMS-AC) / AGM (AC-Ops), regarding penalties for breach in SLA clauses by the vendors.

- For existing ATMs / ADWMs, liaise with linked branch / Cash-in-Transit agencies/ CAC in respect of Cash outsourced ATMs and take all necessary steps to ensure timely replenishment, to avoid cash outs and rectification of CHF, RBF, etc. to achieve maximum uptime.

- Attending to any other situation where his presence is required, as instructed by Bank.

- Any other work which deemed fit for the role.

	<p><u>MEASURES OF SUCCESS:</u></p> <ul style="list-style-type: none"> • Ensuring maximum availability and uptime of the attached ATMs along with SWAYAMs / GCC / any other AC products, as per Bank's guidelines. • Monitoring and ensuring effective functioning of eSurveillance Systems. • Effective Vendor Management of all the products under AC dept. • Monitoring and ensuring overall ambience of ATM lobbies and e-Corners is of desired standard.
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2. Eligibility Criteria

For Retired Officers/Employees of our Bank/e-ABs	For Retired Officers of Other Public Sector Banks
<p>Retired clerical employees and an officer of the Bank / e-ABs retired in the Scale I to IV shall be considered for engagement for the above positions.</p> <ul style="list-style-type: none"> • The Retired Employees / Officer should have good track record of performance and deep knowledge of systems and procedures. • The Retired Employees / Officer should have knowledge of operating apps / portals on smart phones. • The retired employee should possess a Smart mobile Phone & the skill / aptitude / quality for monitoring through PC / Mobile App / Laptop or as per requirement. • The Retired Employees / Officer should have retired from the Bank's service only on attaining superannuation at the age of 60 years. • They should be a resident of the area, where AO / RBO is functioning. 	<ul style="list-style-type: none"> • Officers retired from other Public Sector Banks (Scale- I, II, III & IV) will be eligible for engagement/empanelment. • The Retired Officer should have sufficient work experience and overall professional competence in the relevant area. • The Retired Officer should possess the special skill/ aptitude/ quality, as per the requirement. • The Retired Officer should possess a Smart mobile Phone & the skill / aptitude / quality for monitoring through PC / Mobile App / Laptop or as per requirement. • The Retired Officer should have good track record of performance and deep knowledge

<ul style="list-style-type: none"> • The Retired Employees / Officer should maintain good health. • The Retired Employees / Officer voluntarily retired/resigned/suspended/ who have left the Bank otherwise before superannuation are not eligible for consideration for appointment. • The integrity of the Retired Employees / Officer should not have been doubtful. • No punishment/penalty should have been inflicted on the Retired Employees / Officer during five years of his service in the Bank preceding his retirement. • Cases of CBI or other law enforcement agencies should not be pending against the Employees / official. • The candidates called for interview, shall attend at their own expense. • The engagement shall be up to the maximum age of 65 years, subject to other conditions regarding renewal of contract. As such, the Ex-officer / Employees should not be more than 63 years of age at the time of engagement 	<p>of systems and procedures.</p> <ul style="list-style-type: none"> • The Retired Officer should have retired from the Bank's service (other PSB) only on attaining superannuation at the age of 60 years. The Officers voluntarily retired/resigned/suspended /dismissed/ who have left the Bank (other PSB) otherwise before superannuation are not eligible for consideration for appointment. • The Retired Officer should maintain good health. • Officer's education, work experience, and overall background should be matched with the requirement of job and terms and conditions of the Bank's existing engagement policy for retired officers. The Circles/ User Departments should satisfy themselves regarding the accuracy and genuineness of information/document submitted by the Retired Officers. • The candidates called for interview, shall attend at their own expense. • The engagement shall be up to the maximum age of 65 years, subject to other conditions regarding renewal of contract. As such, the retired officer from other PSBs should not be more than 63 years of age at the time of engagement/empanelment.
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3.Selection Process:

For Retired Officers/Employees of our Bank/e-ABs	For Retired officers of other Public Sector Banks
<ul style="list-style-type: none"> • For SBI /e-ABs Retired Officers /Employees, respective Circles will go for publication of the advertisement in a suitable manner like sending SMS to the eligible pensioners, notification on Pensioners' portal / SBI website, informing the Pensioners 	<ul style="list-style-type: none"> • If required number of Retired Officers /Employees of our Bank / e- ABs are not available, then Retired Officers of other PSBs may be considered through publication in newspapers. • The Circles/User Departments will go for

Association, Publication in newspapers

publication of the advertisement in News Papers.

- Willing eligible officers will submit their detailed biodata and contact details, specifically mentioning the areas of experience, to the Circles/User Departments.

- The Circles/User Departments will complete the shortlisting & scrutiny process in respect of applications received for engagement/empanelment in the Bank.

- Due diligence process, including verification of credentials submitted by the retired officers for engagement in the Bank, will be carried out by the Circles/User Departments. For this purpose, suitable referral from an official in the Senior Management level of previous employer (PSB) would be required.

- During the period of their engagement with the Bank, it is likely that they may come across certain information of critical or secret nature. They will not divulge any information gathered by them during the period of their assignment to anyone who is not authorized to know/have the same. The Circles/User Departments will ensure to protect the confidentiality of the information in respect of customer, documents, records and assets of the Bank by putting in place a system at their end.

Selection Process (Common Procedure) :

- The respective Circles will select the candidates through interview process.
- The recruitment process will be done by the CDO Dept. at the Circle.
- The selection committee will comprise DGM (AC) and 2 AGM/CM (AC-Ops). Preference will be given to the Retired Officer/Employee who have worked in ATM operations.

4. Period of Engagement:

- The engagement shall be for a period of one year.
- The services shall be extended for a maximum period of two years or attaining 65 years of age, whichever is earlier. As such the applicant should not be more than 63 years of age as on date of engagement. The agreement for engagement will stand terminated on attaining the age of 65 years.
- During the period of contract of service with the Bank, the Retired Officer/ Employee and Retired Officer from other Banks will not take up any assignment with any other organization, as the engagement is for fulltime works.

5. Monthly remuneration & Perks/Allowances:

i. The monthly remuneration for different roles are as under:

Particulars	CMF-AC	CMS-AC
Fixed Pay	Rs. 30,000/- per month	Rs.35,000/- per month
Conveyance	Rs.5,000/- month	Rs.5,000/- month
Mobile	Rs.1,000/- month	Rs.1,000/- month

ii. Travelling Allowance:

- In case the hired employee is required to travel beyond 15 KM from office, the actual conveyance @ ₹ 10/- per KM shall be paid on certificate basis.

iii. Incentive Structure:

a) Channel Manager Facilitator (CMF-AC)

The Incentive Structure for Channel Manager Facilitator (CMF-AC) (₹ per ATM / ADWM / Swayam per month) * is as under:

Avg. Avail.	Metro		Urban		Semi Urban		Rural		Difficult Centers #	
	ATM / ADWM	Swayam	ATM / ADWM	Swayam	ATM / ADWM	Swayam	ATM / ADWM	Swayam	ATM / ADWM	Swayam
> 98 %	200	100	200	100	250	150	300	180	350	210
> 96 % to 98 %	150	75	175	90	200	120	250	150	300	180
> 94 % to 96 %	125	60	150	75	150	90	200	120	250	150
> 92 % to 94 %	100	0	100	0	100	0	150	50	150	75

* incentive is payable only if following criterion also achieved: -

- Overall availability of all machines under him / her should be as under:

Population Group	ATM / ADWM	Swayam
Metro & Urban	> 96 %	> 97 %
Semi- urban	> 95 %	> 95 %
Rural	> 94 %	> 94 %
Difficult Centers	> 92 %	> 92 %

#**Difficult Centers** – ATMs / ADWMs / Swayam's of NE States, Sikkim, Uttarakhand, J & K, Ladakh & LWE districts.

b) Channel Manager Supervisor (CMS-AC)

The Incentive Structure for Channel Manager Facilitator (CMS-AC) (₹ per Channel Manager Facilitator Performance per month) * is as under:

Avg. Avail.	Metro		Urban		Semi Urban		Rural		Difficult Centers #	
	ATM / ADWM	Swayam	ATM / ADWM	Swayam	ATM / ADWM	Swayam	ATM / ADWM	Swayam	ATM / ADWM	Swayam
> 98 %	1000	500	1000	500	1500	750	1800	900	2000	1000
> 96 % to 98 %	750	375	750	375	1000	500	1250	625	1500	750
> 94 % to 96 %	500	250	600	300	600	300	900	450	1250	625
> 92 % to 94 %	250	0	250	0	250	0	500	250	900	450

* incentive is payable if following criterion also achieved: -

- Overall availability of at least three Channel Manager Facilitators under him / her should be as under:

Availability	ATM / ADWM	Swayam
At least 3 CMF - ACs	>95%	>97%
For remaining CMF -ACs	>92%	>94%

Difficult Centers – ATMs / ADWMs / Swayams of NE States, Sikkim, Uttarakhand, J & K, Ladakh & LWE districts.

6. Reporting:

- Staff handling the role of Channel Manager Facilitator (AC) will report to Channel Manager Supervisor (AC).
- Channel Manager Supervisor (AC) and retired Support Officers (AC) will report to their respective AGM (AC).

7. Other facilities/provisions to the retire officers / Employees during engagement:

- Leave: The retired officers/ Employees shall be entitled to leave of 30 days during the engagement period of each one year. For the purpose of computation of leave, intervening Sundays/Holidays shall not be included. The Bank shall have absolute right in its discretion to either grant or reject the application for leave taking into consideration the administrative exigencies. The leave not availed during the engagement period will lapse. However, if it has been on account of the Bank declining the leave, it may be encashed at the rate of monetary components (other than travel expenses).
- The Retired Officers/Employees of our Bank/e-ABs/ Retired Officers of other Public Sector Banks shall not be eligible for re-imburement of medical or any other benefits during the engagement period. However, Retired Officers/Clerical Employees of SBI/e-ABs will continue to avail the facilities to them as a pensioner of the Bank.
- The Retired Officers / Employees will not accept any assignment with any other organization during the period of their contractual service in the Bank.
- The Retired Officers / Employees will not exercise any Administrative/ Financial Powers during the period of engagement.
- PF/Bonus/Pension/Arrears: The contractual period will not be reckoned as service for the purpose of superannuation benefits/PF/Bonus etc.
- Income Tax: Income Tax or any other tax liabilities on remuneration will be deducted, as per prevailing rates mentioned in the Income Tax rules.
- Termination of contract: The engagement of Retired Officers/Employees in the Bank shall not be considered as a case of re-employment in the Bank. The Bank may cancel/terminate the contract of the engagement at any time without assigning any reason whatsoever with an option of 30 days' notice period or payment/surrender of remuneration in lieu thereof. DGM (AC) will be the competent authority to approve the discontinuation/termination of contract with the Retired Officers/Employees engaged.
- Review: The engagement shall be for a period of 1 year (Maximum 2 years) and the same will be reviewed after every 6 months based on careful evaluation of the contribution of such engaged Retired Officers / Employees on contract basis. The review will be done by the selection committee of DGM (AC) and 2 AGM/CM (AC-Ops). The Performance Review format is enclosed as Annexure-II.
- Execution of agreement for contractual engagement: The Retired Officers / Employees will execute a stamped undertaking before taking up the assignment. (As per Annexure- III).

8. Note:

Circles/User Departments will ensure strict compliance of instructions issued vide Circular letter nos. CDO/PM/AKC/A13-P/SPL/01 dated 19.07.2018 and CDO/PM/RJ/1450/SPL/207 dated 01.01.2020.