

**ANNEXURE 2 (C)****TERMS AND CONDITIONS FOR RECRUITMENT OF RETIRED PERSONNEL  
AS EXECUTIVE (RECOVERY) AT RBO**

| S.No. | Particulars   | Remarks   |
|-------|---|---|
| i)    | Proposal for engagement   | Engagement of retired officer under Mgr. (NPA) -02 per RBO (No. of RBO-81) as Executive (Recovery)  |
| ii)   | Engagement type   | Engagement for full time works.   |
| iii)  | Eligibility   | Retired Officers from Scale III to Scale V of SBI and eABs on Contract Basis.   |
| iv)   | Process of engagement   | a. Obtention of in principle approval from MD (R & DB)<br>b. Approval from CHRC (through Personnel Mgmt. Deptt-PMD).<br>c. After getting necessary approval, the user department will arrange for selection as per the laid down process outlined in the approved policy.   |
| v)    | Period of engagement  | Two-year subject to annual review   |
| vi)   | Income Tax  | Income tax and any other tax liabilities on remuneration will be deducted as per prevailing rate (s) mentioned in the IT Rule.  |
| vii)  | Identification of role / responsibilities / Job profile EXECUTIVE (RECOVERY) AT RBO | 1. Coordination with district authorities for revenue recovery proceedings in agriculture lending and GSS.<br>2. Conduct of at least 2 recovery cum renewal camps per week at branches in DSHs.<br>3. Follow up of recovery suits filed in Civil Courts<br>4. Intensive monitoring of top 100 accounts of RBO with minimum recovery targets to be allotted by the RM<br>5. Achievement of AUCA recovery targets allotted by RBO |

|  |  | 6. Tele calling of SMA/NPA accounts.   |          |                                |                      |  |  |                   |  |                         |  |                         |  |                         |
|--|--|--|----------|--------------------------------|----------------------|--|--|-------------------|--|-------------------------|--|-------------------------|--|-------------------------|
| viii)  | Remuneration Matrix - Executive (Recovery) | <p>i) For retired staff (Scale III) including officers of other PSBs, appointed as Executive (Recovery) Rs 30,000/- plus Rs 6,000/- as travel expenses per month.</p> <p>ii) For retired staff (Scale IV to Scale V) including officers of other PSBs, appointed as Executive (Recovery) Rs 35,000/- plus Rs 6,000/- as travel expenses per month.</p> <table border="1"> <thead> <tr> <th>Criteria</th> <th>Targets to be allotted by RBOs</th> <th>Remuneration details</th> </tr> </thead> <tbody> <tr> <td rowspan="4">Targets for reduction in SMA, Recovery in NPA &amp; AUCA, No. of Compromise proposals including OTS, Recovery Certificates (RCs) issued, Executive Proceedings (EP) filed, etc</td> <td></td> <td>Full remuneration</td> </tr> <tr> <td></td> <td>80% of the remuneration</td> </tr> <tr> <td></td> <td>70% of the remuneration</td> </tr> <tr> <td></td> <td>50% of the remuneration</td> </tr> </tbody> </table> <p>Letter to be issued for continuous underperformance for 2 months and termination of services giving 1 months' notice.</p> | Criteria | Targets to be allotted by RBOs | Remuneration details | Targets for reduction in SMA, Recovery in NPA & AUCA, No. of Compromise proposals including OTS, Recovery Certificates (RCs) issued, Executive Proceedings (EP) filed, etc |  | Full remuneration |  | 80% of the remuneration |  | 70% of the remuneration |  | 50% of the remuneration |
| Criteria   | Targets to be allotted by RBOs             | Remuneration details   |          |                                |                      |  |  |                   |  |                         |  |                         |  |                         |
| Targets for reduction in SMA, Recovery in NPA & AUCA, No. of Compromise proposals including OTS, Recovery Certificates (RCs) issued, Executive Proceedings (EP) filed, etc |  | Full remuneration  |          |                                |                      |  |  |                   |  |                         |  |                         |  |                         |
|  |  | 80% of the remuneration  |          |                                |                      |  |  |                   |  |                         |  |                         |  |                         |
|  |  | 70% of the remuneration  |          |                                |                      |  |  |                   |  |                         |  |                         |  |                         |
|  |  | 50% of the remuneration  |          |                                |                      |  |  |                   |  |                         |  |                         |  |                         |