

ANNEXURE 2 (B)**TERMS AND CONDITIONS FOR RECRUITMENT OF RETIRED PERSONNEL
AS EXECUTIVE (MARKETING) AT DSH**

S.No.	Particulars	Remarks
i)	Proposal for engagement of retired officers as Executive (Marketing)	Engagement of retired officers for sourcing at DSH-02 per DSH (No. of DSH-224) as Executive (Marketing)
ii)	Engagement type	Engagement for full time works.
iii)	Eligibility	Scale I to Scale V officers of SBI and eABs on Contract Basis
iv)	Process of engagement	a. Obtention of in principle approval from MD (R & DB) b. Approval from CHRC (through Personnel Mgmt. Deptt-PMD). 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 FIMM	1. Market and source quality loan proposals with all requisite documents such as KYC documents, land/ property documents, financials where applicable, full location details with a sketch map and support to branches for loan sourcing.

	<p>EXECUTIVE (Marketing) For Sourcing Business</p>	<ol style="list-style-type: none"> 2. Achieve product wise targets such as Agri Gold Loans, Tractors, PML, ABAL, HL, Auto loans and Personal loans. etc, as decided by the Bank. 3. Support branches in renewal of overdue KCCs. 4. Source and support branches in achievement of advances budgets for Per and SME segments 5. Source and support branches in achievement of Priority Sector Advances 6. Market CVE products. 7. Potential mapping of the district and available possibilities for business in the district. 8. Ensure communication with CM FI channel on a continuous basis to draw support from CSP activity at these branches 9. Contribute towards activity budget of the DSH such as conduct of Mudra/Stand Up India camps, Customer Relation Program etc. 10. Identify new business opportunities and provide leads to the branches. 11. Liaise with Government functionaries/Departments in the District for new customer acquisition and create awareness of Bank's products.
viii)	<p>Remuneration Matrix - Executive (Marketing)</p>	<ol style="list-style-type: none"> i) For retired staff (Scale I to Scale III) including officers of other PSBs, appointed as Executive (Marketing) Rs 30,000/- plus Rs 6,000/- as travel expenses per month. ii) For retired staff (Scale IV to Scale V) including officers of other PSBs, appointed as Executive (Marketing) Rs 35,000/- plus Rs 6,000/- as travel expenses per month.

Criteria	% of proposals sourced	Remuneration details
Executive (Marketing) is expected to source 20-25 proposals per month with aggregate value of business sourced as Rs. 50 lacs with minimum 20% conversion rate (Value of Business converted – Rs. 10 lacs and minimum number of proposals – 10).	Achievement of 90% and more of Business conversion target of Rs. 10 lacs	Full remuneration
	Achievement of 80% and upto 90% of Business conversion target of Rs. 10 lacs	80% of the remuneration
	Achievement of 70% and upto 80% of Business conversion target of Rs. 10 lacs	70% of the remuneration
	Achievement of less than 70% of Business conversion target of Rs. 10 lacs	50% of the remuneration
<p>There will be incentive on additional Business sanctioned/ disbursed over and above Rs. 10 lacs @ 0.50% of the additional amount. Asset quality and the proposals sourced by the Executive (Marketing) will be reviewed every quarter.</p> <p>Letter to be issued for continuous underperformance for 2 months and termination of services giving 1 months' notice.</p>		