

1. Eligibility Criteria

- Retired Employees and an officer of the Bank / e-ABs retired in the Scale I to IV shall be considered for engagement for these positions.
- 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.
- 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.

2. 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 will not take up any assignment with any other organization, as the engagement is for fulltime works.

3. Monthly remuneration & Perks/Allowances:

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

Particulars	CMF – AC	CMS - AC	Support Officer
Fixed Pay	₹ 30,000/- per month	₹ 35,000/- per month	₹ 35,000/- per month
Conveyance	₹ 5,000 /- month	₹ 5,000/- month	₹ 5,000/- month
Mobile	₹ 1,000 /- month	₹ 1,000/- month	₹ 1,000/- month

ii. Travelling Allowance:

- In case the hired employee is required to travel beyond 15 KMs 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 (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 Centres	> 92 %	> 92 %

#Difficult Centres – 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 Supervisor (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.

c) Support Officer at Network

The Incentive Structure ₹ per Channel Manager Supervisor 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 Supervisors (AC) under him / her should be as under:

Availability	ATM / ADWM	Swayam
At least three CMSs	>95%	>97%
For remaining CMSs	>92%	>93%

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

4. Reporting:

- Support Officer at Circle locations will report to their respective AGMs.
- 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).

5. Other facilities/provisions to the retired 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 shall not be eligible for re-imbusement 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.