

STATE BANK OF INDIA
AMARAVATI CIRCLE

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 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)	Period of engagement	Two-year subject to annual review
v)	Income Tax	Income tax and any other tax liabilities on remuneration will be deducted as per prevailing rate (s) mentioned in the IT Rule.
vi)	Identification of role / responsibilities / Job profile EXECUTIVE (RECOVERY) AT RBO	<ol style="list-style-type: none">1. Coordination with district authorities for revenue recovery proceedings in agriculture lending and GSS.2. Conduct of at least 2 recovery cum renewal camps per week at branches in DSHs.3. Follow up of recovery suits filed in Civil Courts4. Intensive monitoring of top 100 accounts of RBO with minimum recovery targets to be allotted by the RM5. Achievement of AUCA recovery targets allotted by RBO6. Tele calling of SMA/NPA accounts.

vii)	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 data-bbox="570 579 963 743">Criteria</th> <th data-bbox="963 579 1263 743">Targets to be allotted by RBOs</th> <th data-bbox="1263 579 1533 743">Remuneration details</th> </tr> </thead> <tbody> <tr> <td data-bbox="570 743 963 1360" rowspan="4">Targets for reduction in SMA, Recovery in NPA & AUCA, No. of Compromise proposals including OTS, Recovery Certificates (RCs) issued, Executive Proceedings (EP) filed, etc</td> <td data-bbox="963 743 1263 911"></td> <td data-bbox="1263 743 1533 911">Full remuneration</td> </tr> <tr> <td data-bbox="963 911 1263 1079"></td> <td data-bbox="1263 911 1533 1079">80% of the remuneration</td> </tr> <tr> <td data-bbox="963 1079 1263 1247"></td> <td data-bbox="1263 1079 1533 1247">70% of the remuneration</td> </tr> <tr> <td data-bbox="963 1247 1263 1360"></td> <td data-bbox="1263 1247 1533 1360">50% of the remuneration</td> </tr> </tbody> </table>	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
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		Letter to be issued for continuous underperformance for 2 months and termination of services giving 1 months' notice.												