

Eligibility Criteria, Selection Process and Other Terms and Conditions of Engagement

Engagement Position:

Retired Officers	Role	Scale
Retired Officer of SBI/eAB's	Nodal Officer, D & TB, Marketing reporting to DGM (D&TB)	Officers Scale III, IV, V
	Nodal Officers, D& TB, Marketing reporting to DGM (B&O)	Officers Scale II, III & IV

The officer should have retired from Bank's service on attaining superannuation at the age of 60 years on or before 31.12.2020, and should not be more than 63 years of age at the time of engagement. Engagement will be for a minimum period of one-year (total maximum period of 2 years or attaining 65 years of age whichever is earlier). The detailed eligibility criteria and other terms and conditions:

Eligibility Criteria:		
<ul style="list-style-type: none">❖ The candidate should have good track record of performance and deep knowledge of systems and procedures.❖ The candidate should have retired from bank's service only on attaining superannuation at the age of 60 years and are maintaining good health.❖ No cases of CBI or other law enforcement agencies should be pending against the retired officer.❖ No punishment/penalty should have been inflicted on the official during five years of his service in the bank preceding to his retirement.❖ The engagement shall be up to the maximum age of 65 years, subject to the other conditions regarding renewal of contract. As such, the ex-staff should not be more than 63 years of age at the time of engagement.		
1.	Period of engagement	The initial engagement shall be for a period of one year which can be extended to next one year (total 2 years) subject to satisfactory annual review as provided in Modified Policy Document for Category II officials.

2.	Brief job profile of the positions	<ul style="list-style-type: none"> • Co-ordinate with Bank & Govt. officials, SBI Payments, vendors and local teams to improve digital and transaction banking product delivery and service. • To assist in marketing of Digital & Transaction Banking Products to various customers. • To make institutional presentation of our digital and transaction banking products. • To help in negotiating pricing of our digital and transaction banking products when offered to such organization/clients/departments. • Oversee the successful implementation of Smart Cities/Digital Villages/Digi-District programmes in the circle. <p>The above is an indicative job profile, which the Circle may add more parameters to meet the specific requirements of the Circles.</p>
<p>3. Selection Process: The selection will be based on short listing and interview. Mere fulfilling eligibility criteria will not vest any right in candidate for being called for interview and selection. The Short-listing Committee constituted by the Bank will decide the short-listing parameters and thereafter, adequate number of candidates, as decided by the Bank will be short listed and called for interview. The decision of the bank to call the candidates for the interview and selection shall be final. No correspondence will be entertained in this regard. Intimation/ call letter for interview will be sent by email. NO HARD COPY WILL BE SENT. (Reservation policy for the engagement will be followed as per prevailing GOI instructions.)</p>		
4.	Role and responsibilities during contractual engagement	<ul style="list-style-type: none"> • To co-ordinate and arrange Institutional presentation by our D & TB team. • To oversee the penetration of various digital and transaction banking products in the Digi-district as per the plan. • To monitor the progress of Digi-District. • To support the activities related to Smart Cities/Digital Villages. • To organize meetings of FoSs & follow-up with SBI Payments, Vendors, TSPs, etc. • Escalation of various issues of Digital and Transaction Banking to concerned Dept. of CC and follow-up. • Organizing Road shows, Camps, Digi-Mela, Quiz, Training Programmes, etc. for Marketing of various Digital products and public awareness. <p>The above responsibilities are only indicative and not exhaustive. The Circles may add more parameters to meet the specific requirements of the Circles.</p>

5.	Remuneration	<p>SMGS-II/III: Rs.30,000/* per month consolidated salary+ Rs 6000/- p.m. Conveyance allowance; total Rs.36,000/pm</p> <p>SMGS-IV/V: Rs. 35,000/* per month consolidated salary+ Rs 6000/- p.m. Conveyance allowance; total Rs.41,000/pm</p> <p>*Performance based variable pay at the rates as % of the consolidated pay mentioned below will be implemented and disbursed at monthly intervals:</p>
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		<table border="1"> <tr> <td>% of achievement of number of new D & TB clients on-boarded for Digital & TB products/services</td> <td>50-59</td> <td>60-69</td> <td>>70</td> </tr> <tr> <td></td> <td>5%</td> <td>7.5%</td> <td>10%</td> </tr> </table> <p>The variable pay will be paid along with salary for the subsequent month</p>	% of achievement of number of new D & TB clients on-boarded for Digital & TB products/services	50-59	60-69	>70		5%	7.5%	10%
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	5%	7.5%	10%							
6.	Leave	The official will be entitled to 30 days' leave per year during the engagement period. For the purpose of computation of leave, intervening Sundays/ holidays shall not be included. Bank/Authority 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 Bank/Authority declining the leave, it may be encashed at the rate of monetary component (other than travel expenses)								
7.	Other Terms and conditions	<ul style="list-style-type: none"> ➤ The official will not be eligible for reimbursement of medical or any other benefits during the engagement period. However, they will continue to avail the facilities available to them as a pensioner of the Bank. ➤ Income Tax will be deducted at source, as per prevailing rates mentioned in the Income Tax rules. ➤ The contractual period will not be reckoned as service for the purpose of superannuation benefits/ PF/Bonus etc. ➤ The official will not exercise administrative or financial power during the period of engagement. ➤ The Retired Officers will not accept any assignment with any other organization during the period of their contractual service in the Bank. 								
8.	Termination of contract:	The engagement of Retired Officers 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 (D&TB) will be the competent authority to approve the discontinuation / termination of contract of a retired officer.								
9.	Execution of agreement	The engaged retired officer will require to execute a stamped undertaking for taking up the assignment on prescribed proforma.								