

**GOVERNMENT OF INDIA
FINANCE
LOK SABHA**

UNSTARRED QUESTION NO:5785
ANSWERED ON:11.05.2012
KHANDELWAL COMMITTEE REPORT QUESTION
Semmalai Shri S.

Will the Minister of FINANCE be pleased to state:

- (a) whether the Khandelwal Committee set up by the Government to study human resources in banking sector submitted its report;
- (b) if so, the details of main recommendations thereof;
- (c) whether the recommendations made by the said Committee have been opposed by Bank Unions/employees;
- (d) if so, the details thereof and the reasons therefor; and
- (e) the corrective measures taken by the Government in this regard?

Answer

The Minister of State in the Ministry of Finance (Shri Namo Narain Meena)

(a) to (e): Government constituted a Committee on Human Resources issues of Public Sector Banks (PSBs) under the Chairmanship of Dr. A.K. Khandeival, who has submitted its report. The Committee made 105 recommendations on matters related to Manpower and Recruitment Planning, Training, Career Planning, Performance Management, Reward Management, Succession Planning and Leadership Development, Motivation, Professionalisation of HR, Wages, Service Conditions and Welfare, etc. As 49 recommendations required further deliberations, the remaining 56 recommendations were forwarded to PSBs with the request that an HR Plan for each Bank be prepared and got approved by the respective Board of Directors. The representatives of Workmen Union/Officer Association are on the Board of Directors of the Bank where a decision on various recommendations is taken.