

good favour, so they take it. There is no discrimination so far as policy is concerned. Labour, as you will kindly remember, rests with the State Government.

Recruitment Rules in Banks

*247. SHRI P R SHENOY Will the Minister of REVENUE AND BANKING be pleased to state

(a) whether there are no uniform rules of recruitment in the nationalised banks; and

(b) if so, whether Government propose to frame uniform rules for recruitment in banks?

THE MINISTER OF STATE IN CHARGE OF THE DEPARTMENT OF REVENUE & BANKING (SHRI PRANAB KUMAR MUKHERJEE) (a) and (b) A statement is laid on the table of the House.

Statement

(a) and (b) The staff in the Nationalised Banks in broadly of 3 categories—Officers, clerical and subordinate. The recruitment for officer staff is done in the banks on an all India basis, after calling for applications through advertisements in newspapers and candidates are selected after a written test and an interview. Clerical recruitment is generally done on a regional basis after notifying the vacancies to the Employment Exchange and also simultaneously issuing local advertisements for the recruitment. The selection of candidates for clerical posts is made after a written test followed by an interview of the candidates who qualify in the written test. Recruitment to the subordinate staff is through the Employment Exchanges. While recruitment procedure in broad terms are similar, there are variations in rules among the banks regarding the age, qualification and qualifying standards as well as the selection process prescribed for recruitment.

The Banking Commission which among other things was asked to review the existing arrangements relating to recruitment and manpower planning in the banking industry has in its report recommended the setting up of a statutory common recruitment agency to be called the "National Banking Service Commission" with membership, functions, etc. on the lines of the Union Public Service Commission for recruitment of staff in public sector banks both at the clerical and junior officers level. It has also recommended the adoption of certain uniform procedures relating to the sources of recruitment, qualification including age and other eligibility criteria and the selection process.

In pursuance of the recommendation of the Banking Commission, the Banking Service Commission Act has already been enacted. After the setting up of the Banking Service Commission shortly, standardised procedures for recruitment in public sector banks will be introduced.

SHRI P R SHENOY In some of the nationalised banks vacancies are filled up without any advertisements, and in some others there are advertisements but the vacancies are filled up ignoring the advertisements made by them. In view of this, may I know whether there is any proposal to give suitable directions to the Banks to make proper advertisements before filling up the vacancies?

SHRI PRANAB KUMAR MUKHERJEE So far as the direction and the general guideline is concerned, it is already there. But if any particular Bank is at fault we shall have to look into it. In fact, in this connection, I would like to mention that some of the hon. Members have drawn our attention to certain irregularities in respect of some Banks. We are already looking into the matter.

SHRI P. R. SHENOY: I can refer to the notice of the Government at least one Bank, the Syndicate Bank, which

in my constituency. It is not advertising the posts in all cases.

Secondly, in some Banks, for clerical posts, the SLCs are appointed; in some other Banks, for clerical posts, only graduates are appointed and in some Banks, only those who have failed in SLC can apply for attendant's post. If they pass SLC, they cannot apply for attendant's post. May I know whether the Government has given suitable instructions in this regard?

SHRI PRANAB KUMAR MUKHERJEE: Prior to nationalisation, various Banks had their own recruitment rules and procedures and they laid down various qualifications for different categories of posts. In order to bring uniformity, we have already proposed the Banking Service Commission which is going to be established shortly. I do hope that the Banking Service Commission will take care of bringing uniformity in regard to recruitment of clerical and officers posts. In the meantime, whatever instructions are necessary, they are already there. As I said, if any particular Bank does not comply with the instructions, that will be looked into.

श्री कमला निख "मन्कर": राष्ट्रीय-कृत बैंकों में बहाली की दिशा में समान नीति नहीं है। बिहार में देखने में आता है कि जिस राज्य का मैनेजरियल स्टाफ़ होता है वह उसी राज्य के लोगों को बहाली कर लेता है क्लास 3 और क्लास 4 में। मैं जानना चाहता हूँ कि क्लास 1 और 2 के पदों को छोड़ करके क्लास 3 और क्लास 4 के पदों पर स्थानीय लोगों को ही बहाली की जाए, क्या ऐसे निर्देश प्राप्त देने जा रहे हैं ?

SHRI PRANAB KUMAR MUKHERJEE: It is already in the instructions which we have issued in consultation with the Reserve Bank as per the recommendations of the Banking Commission. As the hon. Member has mentioned, there may be some irregularities. I do admit and I do not rule

out the possibility that some Banks might not have followed the instructions. Whenever these things come to our notice, we look into them.

श्री बिभूति मिश्र : जहाँ पर जिस तरह का प्रफ़र होता है वह उसी तरह के प्राथमियों को बहाली कर लेता है। कम्प्युनलिज्म, प्राविशलिज्म और कास्टिडियन की भावनाएँ बहुत बलवती होती जा रही हैं। यह एक सेंट्रल सर्वजेट है बैंकों का। मेरे जिले में पंजाब नेशनल बैंक, सेंट्रल बैंक और स्टेट बैंक है। स्टेट बैंक पूरी तरह से सरकार का है। बाकी दोनों का पीछे नेशनलाइजेशन हुआ है; मैं जानना चाहता हूँ कि क्या सरकार इस सम्बन्ध में कड़ी हिदायतें देना चाहती है या नहीं कि क्लास चार और क्लास तीन के पदों पर स्थानीय लोगों की ही बहाली हो और जो बहाली करने वाले हों वे इतने पक्के हों कि राष्ट्रीय दृष्टिकोण ही को वे सर्वोपरि स्थान दें? अगर ऐसा नहीं हुआ तो यह बीमारी अयंकर रूप धारण कर लेगी। मैं जानना चाहता हूँ कि सरकार इस सम्बन्ध में क्या करने जा रही है ?

SHRI PRANAB KUMAR MUKHERJEE: So far as the recruitment instructions are concerned, as regards officers, they are to be recruited on an All-India basis, as regards Class III posts, it is done through regional basis and as regards subordinate staff, it is usually done through Employment Exchanges. The defects in recruitment which the hon. Member has mentioned will be taken care of as soon as the Banking Service Commission starts functioning.

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*292. **SHRI BIBHUTI MISHRA:**
SHRI P. GANGADEB:

Will the Minister of COMMERCE be pleased to state: