

## Annexure-B

### Guidelines for recruitment of outsourced staff in RSETIs on contractual

Basis: Last Date of Receipt of Applications: **.14./03/2024**

Vacancies proposed to be filled in RSETIs:

Sr.No.	Name of RSETI	Location of RSETI	POST		
			Office Assistant	FLCC Counsellor	Watchman/ Gardener
1	Prayagraj	BSVS RSETI Prayagraj	1 (One)	1(One)	1 (One)

#### 1. Eligibility Criteria :

(A) AGE LIMIT: ( As on 01.01.2024)22-40 Years(for Office Assistant ,Watchman cum Gardener and maximum 64 years at the time of application for Financial Literacy Counsellor (FLC)

(B) Qualification:

	Sr. No.	Particulars	Proposed guidelines in line with MoRD
Office Assistant	i	Qualification & Other Requirements	<ul style="list-style-type: none"><li>• Shall be a Graduate viz. BSW/BA/B.Com./ B.SC/BBA etc with computerknowledge</li><li>• Knowledge in Basic Accounting is a preferred qualification</li><li>• Shall be fluent in spoken and written local language.</li><li>• Fluency in Hindi / English would be an added qualification</li><li>• Shall be proficient in MS Office ( Word and Excel ), Tally &amp;Internet</li><li>• Skills in typing in local language is essential, Typing skills inEnglish an added advantage</li></ul>
	ii	Salary Structure	<ul style="list-style-type: none"><li>i) Consolidated salary of Rs. 14,000/-pm.</li><li>ii) Fixed Travel Allowance [FTA]: Actuals subject to minimum of Rs 1000/- pm against bills or can claim Rs 500/-on declaration basis.</li></ul>

<b>Watchman/ Gardener</b>	<b>Sr. No.</b>	<b>Particulars</b>	<b>Proposed guide lines in line with MoRD</b>
	i	Qualification &Other Requirements	<ul style="list-style-type: none"> <li>➤ Should have passed 7<sup>th</sup> Standard</li> <li>➤ Should have experience preferably in agriculture/gardening/horticulture</li> </ul>
ii	Salary Structure	(i) Consolidated salary of Rs.8500/-pm	

Financial Literacy Counsellor (FLC)	Sr. No.	Particulars	Proposed guide lines in line with MoRD
	i	Eligibility	<p><b><u>Qualification:</u></b>  i) A graduate degree from recognized University. Preference should be given to having post graduate degree in the area of Agriculture, Veterinary Science, Sociology, Psychology and Social work.  ii) Should be well conversant with the local language.  iii) Should possess flair for teaching and computer knowledge. Candidates for the post of FLC counsellor may be selected from open market. Counselors should have sound knowledge of banking, insurance, investment, Pension, law, finance, requisite communication and team building skills etc.</p> <p><b><u>Experience:</u></b>  Shall be an ex-banker (Officer cadre) with minimum 5 years of experience in any Nationalized Bank / RRB / Pvt. Bank.  OR  Persons having minimum 5 years' experience in banking / with related fields, NBFCs / Fls.  OR  Business correspondent / BC-Coordinator with minimum 5 years of experience.  OR  Ex RSETI Director with minimum -3 years of experience/Faculty with minimum 5 years of Experience.</p> <p><b><u>Age:</u></b>  Maximum Age at the time of appointment on contract should not be more than 64 year subject to good health.</p> <p><b><u>Resident:</u></b>  Should be resident of respective State preferably from the same District.  Panel may be formed to conduct the interview of shortlisted candidates. (Panel may include Bank's LDM, DDM of NABARD of respective District, SC/ST representative (Scale-III &amp; above officer from Bank having knowledge of Rural Banking &amp; Regional Manager of the respective Region to recommend the final names for selection to Zone and Zonal Head to take the decision on engagement of the candidate.</p>
	ii	Salary Structure	<p><b><u>Remuneration:</u></b> A consolidated remuneration per month will be Rs. 18000/- plus maximum Rs. 5000/- towards conveyance expenses on reimbursement basis (total Rs. 23000/-). The reimbursement of conveyance expenses will be subject to number of meetings/camps conducted per month. Rs. 3000/- if less than -10- camps conducted per month and Rs. 5000/- if more than -10- camps per month. To be eligible for HA the camp conducted should be at least away from the FLC center and no vehicular facility has been availed from LDM/ RO. The entire district will be jurisdiction of the FLC for conducting the camps / meetings and LDM/ RO/base Branch can disallow any claim of HA with justifications. No other allowances/reimbursement of expenses will be admissible.  FLC Counsellor has to submit monthly visit diary of</p>

		<p>Financial Literacy Camps to the reporting authority viz. RSETI Director/Lead Bank Manager (LDM)/ Br Head of base Branch. Subsequently, LDM/ Base Br Head should submit monthly report to Zonal Manager every month (with a copy to RO) before payment of monthly remuneration. Zonal office will release amount of monthly remuneration on verification of monthly visit diary of FLCs. For a service period of less than one month, the payment will be made on pro-rata basis.</p> <p><b>Statutory tax deductions to be done as applicable by the paying authority.</b></p>
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### (C) JOB DESCRIPTION OF SUPPORT STAFF AT RSETIs.

#### 1. OFFICE ASSISTANT

1. Assisting the Director and Faculty in effective functioning of the Institute to fulfil the objectives of the Trust.
2. Maintaining of Cash book, General Ledger, vouchers, as per the guidelines (Presently single entry Book keeping).
3. Maintaining all books, registers, both manual and soft copy as per the prevailing guidelines from Trust/Ministry.
4. Maintaining and updating all data relating to trainings, Follow up, Settlement, etc.
5. Creating and updating MIS data as per the guidelines.
6. Preparation of monthly report and other periodical reports and submission to Trust, Ministry and other agencies involved in overall supervision of functioning of RSETI.
7. Organising the required logistics for training including arranging Boarding, Dormitory, etc.
8. Arranging the training materials for all Skill batches.
9. Making registration of candidates in all the trainings, taking daily attendance of trainees, taking boarding attendance of trainees.
10. Conducting follow up visits as directed by Director and reporting the same to the Director.
11. Up keeping of all fixed Assets and maintaining of Inventory of items including training materials and equipment.
12. Maintaining of Library books and issuing books to the trainees as and when they demand.
13. Carryout all the Instructions/any other work given by the Director and faculty from time to time.

## **2. WATCHMAN/GARDNER:**

1. Watch and ward of the premises
2. Gardening work and maintenance and upkeep of the premises.
3. In case of need to perform the duties of the attendant.
4. Any other work entrusted by the Director from time to time

## **3. FLC (Financial Literacy Counsellor)**

1. Carry on day to day activities of FLCs as per guidelines of RBI.
2. To maintain arm's length relationship with the author Banks
3. Not to promote the products of the Bank
4. To provide counselling services except to wilful defaulters.
5. To provide counselling and debt management services free of cost to the customers so as to put o additional burden to them
6. To provide financial literacy activities to the trainees of rural development and self-employed training institute towards skill development, capacity building for increased earnings/debt repaying ability of the distressed borrower families.
7. To conduct financial literacy camps.
8. FLC has to submit his tentative visit schedule to LDM.
9. Other responsibilities that may deem fit from time to time.

**(A) Selection Process: The selection process will comprise of:**

- (i) **Written Test** :to assess General Knowledge and Computer capability
- (ii) **Personal Interview** to assess communication ability, leadership qualities, attitude, problem solving ability and ability to get along with the trainees, developmental approach
- (iii) **Demonstration/Presentation** to assess teaching skills and communication capability.

S.N.	Criteria	Office Assistant	FLCC	Watchman/Gardener
1.	Written Test	√		
2.	Personal Interview	√	√	√
3.	Demonstration /Presentation			

- Only those candidates who meet the minimum eligibility criteria as outlined in the advertisement will be considered.
- However, merely satisfying the eligibility norms do not a candidate to be called for interview. The BSVS reserves the right to call only requisite number of candidates for interview after preliminary screening / short listing with reference to candidate's qualifications, suitability, experience etc.

**(E).Contract Period:**

The contract will be valid for a period of 12 month. BSVS trust will reserve the right for renewal/non-renewal of the contract based on the performance of the candidate during the contract period.

**(F) Leave:**

S.N.	Category of Leave	Period
01.	Casual Leave	12 days per year
02.	Privilege Leave	10 days per year
03.	Sick Leave	10 days
04.	Maternity Leave	90 days per child in a contract of one year after completing Six months of entering into contract subject to maximum of two surviving children.

**(G) General Instructions:**

- a. While applying for the posts, the applicant should ensure that he/ she fulfills the eligibility and other norms mentioned above and that the particulars furnished are correctional respects. In case it is detected at any stage of recruitment that a candidate does not fulfill the eligibility norms and / or that he / she has furnished any incorrect /false information or has suppressed any material fact(s), his/her candidature will automatically stand cancelled. If any of the above short coming(s) is/ are detected even after appointment, his/her contractual appointment is liable to be terminated without any notice.
- b. Mere submission of application against the advertisement and apparently fulfilling the criteria as prescribed in the advertisement would not bestow on him/her right to be called for interview.
- c. The selected candidate will be required to submit a medical fitness report signed by district level Medical Officer, prior to joining to confirm his/her current state of health.
- d. The offer letter will contain details of contract, effective date, remuneration, duration and clause on renewal of contract subject to satisfactory review once in a year.
- e. If either party decides to discontinue the contract, for any reason, whatsoever, the staff member or the organization, will be required to give one month's notice or equivalent salary in lieu thereof.
- f. If there is any disciplinary action taken against any selected candidate in his/her earlier organization, the decision of the BSVS trust regarding the selection non-selection of the said candidate, shall be final and binding."
- g. The BSVS trust reserves the right to terminate the contract without assigning any reasons. In such case, one month notice or salary in lieu thereof will be payable by the organization.
- h. The new joinee will submit a joining report to the Director, RSETI and complete the required joining formalities.

**(H) SUBMISSION OF APPLICATION:**

- a. Eligible candidates have to submit/sent their duly filled and signed applications in the given format (Annexure C) with enclosure of Education Qualification and other relevant document in Hardcopy only will be considered valid.**
- b. Application received after the last date will not be entertained.
- c. Incomplete applications will be rejected. Application for more than one post in one RSETI or more than one RSETIS may be rejected.**
- d. It should reach the address as under on or before.../...../2024 along with required copy.

The  
Authorized Person  
Baroda Swarojgar Vikas SansthanTrust

Lead Bank Office Bank of Baroda  
Devghat Kalindipuram Jalwa,  
Prayagraj, Uttar Pradesh

- e. Please sent the application on above mentioned address with title one envelope stating as applicable for respective post as under:

**APPLICATION FOR THE POST OF "OFFICE ASSISSTANT" at  
RSETI PRAYAGRAJ CONTRACTUAL BASIS.**

**OR**

**APPLICATION FOR THE POST OF "FLCC " at RSETI PRAYAGRAJ  
CONTRACTUAL BASIS.**

**OR**

**APPLICATION FOR THE POST OF "WATCHMAN/ GARDENER" at RSETI  
PRAYAGRAJ CONTRACTUAL BASIS.**



**ANNEXURE- C**

**APPLICATION FOR THE POST OF“ \_\_\_\_\_”AT RSETI PRAYAGRAJ ON  
CONTRACTUAL BASIS**

To,  
Regional Manager,  
Baroda Bhawan, 2<sup>nd</sup> floor, C.P.-1  
Devprayagam Awas Yojna. Kalindipuram Jhalwa  
Prayagraj (U.P.)-211011

Paste  
Passport size  
Photograph  
Please sign  
across the  
Photograph

Dear Sir,

With reference to your advertisement on Bank's website/Newspaper dated \_\_\_\_\_,

I submit my application in prescribed format.

1. NAME (in full)- \_\_\_\_\_

2. ADDRESS FOR CORRESPONDENCE:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. CATEGORY(GEN/SC/ST/OBC): \_\_\_\_\_

4. If person with Disability:

Type of disability:

Percentage of disability:

5. DATE OF BIRTH ( As per School leaving Certificate):

Age in completed years as on 01/01/2024: \_\_\_\_\_Years \_\_\_\_\_Month

6. Contact Details:

MOBILE NO.-

E-MAILID-

LANDLINE No.

7. GENDER:

8. NATIONALITY:

9. RELIGION:

10. MARTIALSTATUS:

11. FATHER's/Husband's name:

12. PERMANENT ADDRESS: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

13. COMMUNICATION SKILL IN LOCAL LANGUAGES HINDI & ENGLISH:

Sr.NO.	Name of Language	Whether essential or Not	Read	Write	Typing
1	Local Language i.e .Hindi	Essential	√	√	√
2	English				

14. EDUCATION QUALIFICATION:

Qualification	Details(B. A./B.Sc/ M.A./M.Sc etc.)	Board/University	Year of Passing	Subject/Specialization	Marks (Rank if any)
Graduation					
Post-Graduation					
Professional Qualification					
Others/ Computer Knowledge					

15. RELATIVE EXPERIENCE-Total (in years)\_\_\_\_\_

SN	Name of Bank	Designation	Duration		Responsibilities	Pay Scale	Extra Ordinary Achievements
			From	To			

Total Years of Service \_\_\_\_\_Years

Out of which as an Officer\_\_\_\_\_Years

No. of years worked in Rural Areas\_\_\_\_\_Years

15. Details of Past Employment:

a) Organization:

b) Full Address:

- c) Position:
- d) Reporting To:
- e) Date of Joining:
- f) Date of Leaving:
- g) Total Experience(In Year)
- h) Salary/Compensation Presently Drawn:

16. Date of Issue of Service Certificate of Previous Employer: \_\_\_\_\_

17. Details of Present Employment:

- a) Organization
- b) Full Address:
- c) Position:
- d) Reporting To:
- e) Date of Joining:
- f) Date of Leaving:
- g) Total Experience (In Year)
- h) Salary/Compensation Presently Drawn:

18. Details of Applicant close relative working in Bank of Baroda

- i.) Name
- ii.) Post
- iii.) Presently posted at

19. Brief detail of experience in the Bank in respect of working in Rural area /as Rural Development In-charge/as Faculty/as LDM, etc.

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20. Significant Achievement (If Any)in respect of above assignments-

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21. Name and addresses of two references-

1) \_\_\_\_\_  
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\_\_\_\_\_  
\_\_\_\_\_

2) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**DECLARATION:**

I hereby declare that the particulars furnished above are true and correct to the best of knowledge and belief and I understand that in the event of any information being found false or incorrect or incomplete application at any stage or not satisfying the eligibility criteria according to the requirements of the relative advertisement, my candidature/ appointment for the said post is liable to be cancelled/terminated at any stage and if appointed, my service are liable to be Terminated.

I hereby agree that any legal proceedings in respect of any matter of claims or disputes arising out of this application and/or out of said advertisement can be instituted by me only at place of concerned RSETI and Courts/tribunals/forums at said center only.

I undertake to abide by all the terms and conditions mentioned in the advertisement displayed on Banks website dated\_\_\_\_\_.

**(Signature of applicant)**

Place: \_\_\_\_\_

Date: \_\_\_\_\_

Enclosures: Copy of All Educational Qualification/Experience certificate /other relevant document.

- 1.
- 2
- 3.
- 4.
- 5.
- 6.