

F.No.2/19/2011-IR
Government of India
Ministry of Finance
Department of Financial Services

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Sansad Marg
New Delhi-110001
Dated 23.12.2011

To

CEOs of all Public Sector Banks

Subject: Posts of General Managers/ Deputy General Managers/
Asstt. General Managers in Public Sector Banks

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Sir,

This is in supersession of this Department's letter of even number dated 2nd December, 2011.

1. This Department had vide circular Nos. 2/19/2004-IR dated 19th August, 2005 and 31st July, 2007, laid down the guidelines for the creation of posts of General Managers (GMs). With the passage of time, due to changed business scenario and considering the valuation at current prices, these norms have become obsolete. Secondly, the business scenario has changed with Public Sector Banks investing considerable amounts in technological advancement and also the core banking solution is now in place.

2. It has also been noticed that over the years some mismatch has developed in the number of posts at senior positions and at the immediate feeder channels, which is creating difficulties in proper manpower management.

3. Draft guidelines No.4/11/1/2011-IR dated 2nd November, 2011 were circulated by the Department on this subject to all Public Sector Banks. Comments of PSBs have been received on the draft guidelines and have been examined in this Department. Based on the feedback from PSBs, in supersession of all previous circulars on the aforesaid subject, it has been decided to issue the following guidelines:

(i)

Business	Number of GMs
Up to business of Rs.1,20,000 crores	Number of GMs is 12
Beyond business of Rs.1,20,000 crores	One additional GM for every Rs.15000 crores

The number of GMs in Banks as on date as per new guidelines will be as under :

Name of the Bank	Business mix as on 31.3.2011	No. of GMs now proposed
Punjab and Sind Bank	102556	12
Dena Bank	109373	12
Bank of Maharashtra	114332	12
Vijaya Bank	122470	12
United Bank of India	131779	13
Andhra Bank	164310	15
Indian Bank	181530	16
Corporation Bank	203598	18
Allahabad Bank	226458	19
OBC	235893	20
Syndicate Bank	243946	20
UCO Bank	245839	20
Indian overseas Bank	259020	21
Central Bank of India	310763	25
Union Bank of India	355483	28
Canara Bank	506440	38
Bank of India	515040	38
Bank of Baroda	536765	40
Punjab National Bank	555006	41
Total		420

- (ii) In addition to above, there shall be one additional post of GM as CVO.
- (iii) Besides this, Bank can create one post of GM (IT) in addition to the above, provided the Bank has engaged an officer from outside on the basis of lateral entry for the purpose, at the level of GM.

- (iv) The ceiling will not include GM level officers to overseas branches by the banks as per need based and with the approval of the Board
 - (v) Number of GMs which would be deployed in RRBs/Subsidiaries would be over and above the ceiling.
 - (vi) A ratio of 1:3:9 shall be prescribed for General Managers, Deputy General Managers and Asstt. General Managers respectively. (Number of DGM s to be three times the number of GMs and number of AGMs to be three time the number of DGMs.) Number of posts of DGMs and AGMs already existing which are over and above the number of DGMs and AGMs shall continue till the desired ratio is achieved.
 - vii) Banks, where the GMs already in position are over and above the GMs as per para (i) above, will be allowed to continue with the higher number till they reach the required level of business or till such time the required number is reached due to vacancies in future.
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- (vi) The Banks shall be free to decide their actual requirement of posts within the ceilings..
 - (vii) The guidelines shall remain effective till 31.3.2013 and shall be reviewed w.e.f. 1.4.2013.

Yours faithfully,

(Vijay Malhotra)
Under Secretary to the Government of India