



## **RESERVATION POLICY**

The reservation policy matters are directed by Government of India and our Bank has been implementing the instructions received from time to time in this regard. The said reservation policy followed by the Bank is as under:

### **1. RESERVATION POLICY FOR SCs, STs AND OBCs:**

The Bank has been implementing the rule of reservations for SCs, STs and OBCs in direct recruitment and in promotions with effect from the dates mentioned below:

	Cadre	SCs/STs	OBCs
i)	Direct recruitment in Officers cadre	19.07.1969	08.09.1993
	Direct recruitment in Clerical and Sub-staff cadre	01.01.1971	08.09.1993
iii)	Promotion from Clerical to Officers cadre	01.01.1978	No reservation
iv)	Promotion from Sub-staff to Clerical cadre	01.01.1989	

The reservation percentage for direct recruitment in Officers Cadre in different categories is as under:

Scheduled Castes - 15%  
Scheduled Tribes - 7.5%  
Other Backward Classes - 27%

The reservation percentage for direct recruitment in Clerical and Sub-staff cadre is State-wise basis as under:

Sl. No.	Name of State/UT	Percentage of Reservation		
		SCs	STs	OBCs
(1)	(2)	(3)	(4)	(5)
1	Andhra Pradesh	16	7	27
2	Arunachal Pradesh	1	45	0
3	Assam	7	12	27
4	Bihar	16	1	27
5	Chhattisgarh	12	32	6
6	Goa	2	12	18
7	Gujarat	7	15	27
8	Haryana	19	0	27

9	Himachal Pradesh	25	4	20
10	Jammu & Kashmir	8	11	27
11	Jharkhand	12	26	12
12	Karnataka	16	7	27
13	Kerala	10	1	27
14	Madhya Pradesh	15	20	15
15	Maharashtra	10	9	27
16	Manipur	3	34	13
17	Meghalaya	1	44	5
18	Mizoram	0	45	5
19	Nagaland	0	45	0
20	Orissa	16	22	12
21	Punjab	29	0	21
22	Rajasthan	17	13	20
23	Sikkim	5	21	24
24	Tamil Nadu	19	1	27
25	Telangana	16	7	27
26	Tripura	17	31	2
27	Uttaranchal	18	3	13
28	Uttar Pradesh	21	1	27
29	West Bengal	23	5	22
30	Andaman & Nicobar Islands	0	8	27
31	Chandigarh	18	0	27
32	Dadra & Nagar Haveli	2	43	5
33	Daman & Diu	3	9	27
34	Delhi	15	7.5	27
35	Lakshadweep	0	45	0
36	Pondicherry	16	0	27

The reservation percentage in case of promotion from Clerical to Officers cadre and from Sub-staff to Clerical cadre for different categories is as under:

Scheduled Castes - 15%

Scheduled Tribes - 7.5%

Other Backward Classes – Not Applicable

## **2. RESERVATION POLICY IN RESPECT OF PERSONS WITH DISABILITIES**

Reservations are provided as per Govt. directive for Physically Challenged persons one percent each of four categories Persons with Disabilities are as under:

Category	% of reservation
Blindness or Low Vision (VH)	1%
Hearing Impairment (HI)	1%
Locomotor Disability (LM)	1%
Intellectual Disability(ID)	1%

Reservation for Persons with Disabilities is also applicable in respect of promotion from Subordinate Staff cadre to Clerical cadre.

The reservation for Persons with Disabilities is called horizontal/inter-locking reservation and reservation for SC/ST/OBCs is Vertical reservation.

The horizontal reservations cut across Vertical reservations. The persons selected against the Persons with Disabilities quota have to be placed in the appropriate category (SC/ST/OBC/General) in the relevant roster.

## **3. RESERVATION POLICY IN RESPECT OF EX-SERVICEMEN**

Reservations for Ex-servicemen including disabled Ex-servicemen, War widows, and dependents of Ex-Servicemen killed in action in the direct recruitment in clerical cadre and subordinate staff cadre at the rate bifurcated as under:

Cadre	Disabled Ex-servicemen/Dependents of Servicemen killed in action	Ex-servicemen	Total
Clerical	4.5%	10%	14.5%
Subordinate Staff	4.5%	20%	24.5%

The reservation for Ex-Servicemen persons is called horizontal/inter-locking reservation and reservation for SC/ST/OBCs as vertical reservation. The Horizontal reservation cut across Vertical reservations. The persons selected against the Ex-servicemen quota have to be placed in the appropriate category (SC/ST/OBC/General) in the relevant roster.