

## FREQUENTLY ASKED QUESTIONS (FAQ) FOR EMPLOYEES

### **SUBJECT: AMALGAMATION OF MAHARASHTRA GRAMIN BANK & VIDARBHA KONKAN GRAMIN BANK**

**Ref: GOI Gazette Notification – CG-DL-E-07042025-262329 Effective Date: May 1, 2025**

Sr. No.	FREQUENTLY ASKED QUESTION	REPLY
1	Is the scheme an Amalgamation or a Merger?	As per the Gazette Notification the scheme is an Amalgamation. In the process of amalgamation both the erstwhile banks MGB & VKGB are known as Transferor Bank & the new entity 'Maharashtra Gramin Bank' is known as Transferee Bank.
2	What will be the work culture in the new entity? Will it be that of Maharashtra Gramin Bank or Vidarbha Konkan Gramin Bank?	After 01-May-2025, all employees would be employees of the new amalgamated entity i.e. Maharashtra Gramin Bank. The work culture would be like wise.
3	Will there be any grade/scale changes for employees?	Employees will continue in the same grade/ scale.
4	What will be the role of specialist officers after amalgamation?	Specialist Officers will be appropriately placed in Specialist category in the amalgamated Bank &/or as per the requirement.
5	Will the employees of Vidarbha Konkan Gramin Bank be given adequate training to work smoothly in new Maharashtra Gramin Bank?	Yes, training will be imparted to all the employees of the amalgamated Bank as per individual and Bank requirements.
6	What will be the staff loan rate of interest on existing loans after amalgamation?	New Loans w.e.f. 01-May-2025 will be as per the harmonized guidelines of the amalgamated Bank. Existing Loans, including Staff OD availed by staff will continue as per the existing sanction terms and conditions till next review/renewal. Employees may opt for switching to the loans as per the new rules /guidelines.
7	What will be the staff Benefits?	Staff Benefits will be payable as per the harmonized guidelines of the amalgamated Bank. The guidelines decided based on the guidelines received from NABARD/DFS.

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8	How will the Performance of employees of both Banks be reviewed for FY2024-25?	Employee ratings would be done for 2024-25 in the current performance appraisal and as per the rules/guidelines of the respective Bank. These ratings will be integrated in Performance Management System.
9	Will the HR Policies be applied to all the employees of the Transferor & Transferee Banks equally?	Harmonized HR Policies will be equally applicable to all employees of the amalgamated entity w.e.f. 01.05.2025
10	Will the service conditions be the same or be changed?	Service Conditions are defined as per the industry level settlements / Service Regulations of amalgamated entity.
11	Will any branch/RO/Admin office be closed?	No, as of now all branches would continue.
12	What will be the Structure of the Amalgamated Bank?	Continuation of existing 3 Tier system i.e., Branch - Regional Office - Head Office. In case of any change required, the board of the Amalgamated entity will take call.
13	Will the salaries of employees of the transferor Bank be protected?	Yes. Since Salary is paid as per the BPS / Joint Note, it would continue to be paid as prevalent.
16	Will the employees be transferred after amalgamation?	Transfers will be done as per the requirement of the amalgamated Bank and based on a well-defined Transfer Policy approved by the Board.
17	How will transfers be exercised? Will there be any discrimination in transfers?	Transfers will be done as per the requirement of the amalgamated Bank and based on a well-defined Transfer Policy. There shall be No discrimination.
18	Will there be transfers for officers who have completed 6 years in a particular region?	Transfers will be implemented as per the Transfer Policy of the amalgamated Bank.
19	Will transfers be effected immediately w.e.f. 01-May 2025?	Transfers shall be effected considering the Banks exigencies at this point.

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20	Can I request for a transfer to a centre/ branch coming under the jurisdiction of Erstwhile Maharashtra Gramin Bank or Erstwhile VKGB.	Options will be made available to the employees of the both banks and postings will be considered based on the administrative exigency duly conforming to the extant guidelines issued as per Transfer Policy with the approval of the Board.
21	Will the employees get disadvantageous postings post amalgamation?	No differential treatment would be made. Postings will take place as per Bank's requirement and keeping in view employees' area of specialization and administrative requirements of the Bank.
22	What would be the request transfer policy in the amalgamated Bank?	Transfer policy is being placed in ensuring board meeting of amalgamated entity.
23	My Bank has already considered two request transfers from me before amalgamation. Am I eligible for further request transfer?	Transfer policy of new amalgamated Bank will be applicable in such cases.
24	Will home posting be provided?	All postings will be done as per Bank's requirement and transfer policy of the Bank.
25	What will be the name of the new entity? Will the logo of both Banks exist?	As per the Scheme of amalgamation, the new entity would be called "Maharashtra Gramin Bank" Logo would be decided in due course by NABARD/DFS.
26	Where do I have to report on 01-May-2025? Who will be my reporting authority?	Employees will continue to report to their respective branches & respective reporting authorities as of now.
27	What will happen to staff loan limit difference? (OD, Housing, Vehicle Loan)	Loans availed by staff will continue with the same limits as per the sanction. New Loans would be as per the Amalgamated Bank's rules. Staff OD shall be reviewed on yearly basis as per the rules of the Amalgamated Bank.
28	What will happen to the existing staff housing and vehicle loans? What will be the rate of interest?	Existing loans of the staff will continue with the same rate of interest. New loans would be as per Amalgamated Bank's rate of interest.
29	Which staff accountability policy will be implemented?	Staff Accountability Policy for FY 2025-26 approved by the Board will be applicable for the amalgamated entity.

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30	What will be my duties/ roles & responsibilities post amalgamation?	All policies with regard to duties/ roles & responsibilities would be as applicable to Amalgamated entity.
31	What are the guidelines for terminal benefits?	Terminal benefits will be payable as per the amalgamated entity's guidelines.
32	Will there be unfair duty allotment in the amalgamated Bank?	No, all employees will be treated fairly. Fairness and Transparency will be ensured.
33	How much time will it take to integrate all processes?	Integration will happen in a phased manner as per the timelines prescribed by NABARD/DFS.
34	What will be my profile after amalgamation? Will my experience be considered for my posting?	Postings will be decided by the reporting authorities depending on business requirement and overall suitability.
35	Will there be additional regions/ closure of ROs after amalgamation?	Organization structure will be decided in due course of time by the Board.
36	Will there be further recruitment after amalgamation?	The decision will be taken by the Amalgamated Bank at an appropriate time with the approval of the Board.
37	When will be the promotion exercise conducted for the Amalgamated Bank?	The decision will be taken by the Amalgamated Bank at an appropriate time with the approval of Board/NABARD.
38	What will be status of my Medical Insurance?	Medical Insurance Policy as approved by IBA will be applicable to all the employees and existing policy will be continue for new MGB employees.
39	What about the different insurance schemes like GTIS/GSLI etc.?	After amalgamation, the staff members will continue to be covered under the various insurance schemes for which they have now opted. Fresh guidelines will be issued in due course.
40	What will be the impact on salary and salary revision?	Salary would continue to be paid as per the eligibility under the BPS and OSR guidelines.
41	What would be the status of Appeals & Reviews made by the employees against the DA case after amalgamation?	Appeals and review will be reviewed by the competent authority as defined by the Amalgamated Bank's Service Regulation.
42	What would be the process to review cases of employees who are under suspension?	All pending appeals and reviews will be reviewed by the competent authority as defined by Amalgamated Bank's Service Regulation.

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43	In case of merger/closure of branches, will I be transferred to another location?	No merger/closure of branches is envisaged of now. Transfers will be effected as per the Transfer Policy adopted by the bank.
44	I have been issued GPA (General Power of attorney). Will it be valid after amalgamation?	An addendum to the existing GPA will be issued which shall form a part and partial of the existing GPA document.
45	Will the Bank issue new Identity Cards after amalgamation?	Yes, new ID cards will be issued in due course.
46	Will amalgamation effect my seniority?	The seniority of staff members in the amalgamated entity will be decided as per the guidelines issued by NABARD.
47	Will I be assigned new Staff Number after amalgamation?	The staff members of VKGB will be assigned new staff numbers in due course. The staff numbers of MGB staff will continue unchanged for the time being.
48	I wish to apply for NOC for Passport/ Visa / outside employment / availing loan. Will there be any change in the process?	The existing process will continue till fresh instructions in this regard are issued.

