

No.19/4/2017-Welfare
भारत सरकार/Government of India
वित्त मंत्रालय/Ministry of Finance
वित्तीय सेवाएं विभाग/Department of Financial Services

Jeevan Deep Building, Sansad Marg,
New Delhi, the 07th April, 2025

OFFICE MEMORANDUM

Subject: Establishing the equivalence of posts in the PSBs, PSICs, PFIs, RRBs and Sectoral Regulators vis-à-vis the posts in the Central Government for establishing Creamy Layer criteria amongst the Other Backward Classes- reg.

The undersigned is directed to refer to O.M. No.19/4/2017-Welfare dated 06.12.2017 issued by Department of Financial Services (DFS) on the above-mentioned subject, and to convey that in order to clarify the matter relating to equivalence of posts in the Public Sector Banks (PSBs), Public Sector Insurance Companies (PSICs), Public Sector Financial Institutions (PFIs), Regional Rural Banks (RRBs) and Sectoral Regulators for establishing Creamy Layer criteria amongst the Other Backward Classes (OBCs), the Department has revisited the aforesaid O.M. dated 06.12.2017 in consultation with the relevant stakeholders.

2. Accordingly, in partial modification of the instructions contained in para 2 of DFS O.M. dated 06.12.2017, the Government has approved the principles for determining the equivalence of posts in respect of PSBs, PSICs, PFIs, RRBs and Sectoral Regulators vis-à-vis posts in the Central Government, only for the purpose of establishing Creamy Layer criteria amongst the OBCs, as per the details given below:

A. In PSBs:

- i. The entry level of Officer i.e. Assistant Manager/ Junior Management Grade (JMG) Scale-I will be considered as equivalent to Group-A posts in the Central Govt.
- ii. Clerical/Sub-Staff Cadres will be considered as equivalent to Group-C posts in the Central Govt.

B. In PSICs:

- i. The entry level of Officer (of different nomenclatures as tabulated in Annexure) will be considered as equivalent to Group-A posts in the Central Govt.
- ii. Apprentice Development Officer/Development Officer (or its equivalent in the concerned organization) will be considered as equivalent to Group-B posts in the Central Govt.



- iii. Clerk (Class-III) & Sub-staff (Class-IV) Cadres (or its equivalent in the concerned organization) will be considered as equivalent to Group-C posts in the Central Govt.

C. In PFIs:

- i. The entry level of Officer (of different nomenclatures as tabulated in Annexure) will be considered as equivalent to Group-A posts in the Central Govt.
- ii. Clerk (Class-III) & Sub-staff (Class-IV) Cadres (or its equivalent in the concerned organization) will be considered as equivalent to Group-C posts in the Central Govt.

D. In Regulators:

- i. The entry level of Officer (of different nomenclatures as tabulated in Annexure) will be considered as equivalent to Group-A posts in the Central Govt.
- ii. Clerk (Class-III) & Sub-staff (Class-IV) Cadres (or its equivalent in the concerned organization) will be considered as equivalent to Group-C posts in the Central Govt.

E. In RRBs:

- i. The entry level of Officer i.e. Assistant Manager/ Junior Management Grade (JMG) Scale-I will be considered as equivalent to Group-A posts in the Central Govt.
- ii. Office Assistant (Multipurpose) and Office Attendant (Multipurpose) will be considered as equivalent to Group-C posts in the Central Govt.

3. The other instructions contained in the DFS O.M. dated 06.12.2017 (ibid) relating to income criteria etc. shall remain unchanged.

4. The above instructions may please be brought to the notice of all concerned under your organization for strict compliance under intimation to this Department.

5. This issues with the approval of competent authority.


(अरुण कुमार/Arun Kumar)

अवर सचिव, भारत सरकार/

Under Secretary to the Government of India

दूरभाष/Tele: 23748725

E-mail: sct@nic.in)

संलग्नक: यथा उपरोक्त/Encls.: As above.

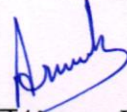
To,

1. The Dy. Governor (HRD), Reserve Bank of India (RBI), Mumbai

2. The Chairman, Insurance Regulatory and Development Authority of India (IRDAI), Hyderabad.
3. The Chairman, Pension Fund Regulatory and Development Authority (PFRDA), New Delhi.
4. The Chairman, State Bank of India, H.O. Mumbai.
5. The MD & CEOs of all Public Sector Banks
(BoB/BoI/BoM/Canara/CBoI/Indian/IOB/PNB/P&SB/UBoI/UCO)
6. The CEO & MD, LIC of India, Mumbai.
7. The CMDs, Public Sector Insurance Companies
(NICK/NIACL/OICL/UIICL/AICL/GIC Re)
8. The Chairman, NABARD, Mumbai.
9. The CMD/CEOs, Public Sector Financial Institutions
(SIDBI/EXIM Bank/NHB/IIFCL/IFCI/NaBFID)
10. The Chief Executive, IBA, Mumbai

Copy for information to:

1. All Sectoral Divisions of DFS.
2. R.R.B. Section, DFS for issuing similar instructions to RRBs.
3. The C.L.O. (OBC), DFS.
4. Notice Board of DFS.
5. NIC Cell, DFS with a request to upload it at the website of Department.
6. Guard File.


(अरुण कुमार/Arun Kumar)
अवर सचिव, भारत सरकार/
Under Secretary to the Government of India

Annexure

Sl. No.	Organization	Equivalent to Group-A posts of GoI (entry level)	Equivalent to Group-B posts of GoI	Equivalent to Group-C posts of GoI
1.	PSBs	Assistant Manager/Junior Management Grade Scale-I	Nil	Clerk/Sub-Staff
2.	RRBs	Assistant Manager/Junior Management Grade Scale-I	Nil	Office Assistant (Multipurpose) & Office Attendant (Multipurpose)
3.	PSICs			
	a. LIC	Assistant Administrative Officer (AAO)/Assistant Branch Manager	Apprentice Development Officer/ Development Officer	Class-III (Higher Grade Assistant, Stenographer, Assistant, Assistant appointed as Receiving and Paying Cashier, Projectionist, Microprocessor Operators, Record Clerk, etc.) Class-IV (Drivers, Sepoy, Hamals, Head Peons, Liftmen and Watchmen, Sweepers and Cleaner, etc.)
	b. PSICs (GIC Re, NIACL, NICTL, OICL, UIICL, AICL)	Administrative Officer (AO)/Assistant Manager (AM) (Scale-I)	Development Officer/Grade I/ Grade II/Administration and Marketing	Class III I. Supervisory and Clerical Staff (Senior Assistant, Stenographer, Assistant, Typist, Telephone Operator, Telex Operator, Receptionist, Punch Card Operator, Unit Record Machine Operator, Comptist and other equivalence post, Record Clerk, etc.) II. Class-IV Subordinate Staff (Drivers, Peons, Sweepers and Other Subordinate Staff, etc.)
4.	PFI			
	a. NABARD	Grade A (Assistant Manager)	Nil	Clerk (Development Assistant/Assistant care taker) & Sub Staff
	b. NHB	JMGS-I (Assistant Manager)		Nil
	c. EXIM Bank	JMGS-I (Deputy Manager/ Administrative Officer)		Nil

[Signature]

	d. SIDBI	JMGS-I/Grade A (Assistant Manager/ Private Secretary/ Executive Secretary)		Clerk & Subordinate Staff
	e. IIFCL	Grade A (Assistant Manager)		Nil
	f. IFCI	Grade A (Assistant Manager)		Clerk (Class-III)
	g. NaBFID	Analyst Grade		Nil
5.	Regulators			
	a. RBI	Assistant Manager (Grade- A)	Nil	Clerk (Class-III) & Sub-staff (Class-IV)
	b. IRDAI			Nil
	c. PFRDA			Class III (Junior Assistant, Staff Car Driver)
