

# SNEHA TRUST

*(Sponsored by Indian Overseas Bank)*

*C/o Financial Inclusion Department*

*Indian Overseas Bank, Central office, 763, Anna Salai, Chennai -600 002*

“SNEHA” a Trust founded by Indian Overseas Bank, is running 14 Rural Self Employment Training Institutes (RSETIs).

RSETI aims at tackling the problem of unemployment through vigorous training, motivation, and practical orientation of the youth towards self-employment besides providing follow up/ escort services for enabling their self-employment as per the guidelines of MoRD.

Now “SNEHA” Trust requires personal for the posts of Faculty, Office Assistant and Attendant for the below mentioned RSETIs at Tirunelveli and Tenkasi districts on contract basis.

Sl.No	RSETIs	Faculty	Office Assistant	Attender
1	TENKASI	1	2	1
2	TIRUNELVELI	0	1	0
	<b>Total</b>	<b>1</b>	<b>3</b>	<b>1</b>

## **Qualifications & Other Requirements:**

Desirable age for all positions is **22-40 years**.

S.No	Post	Qualifications& Other Requirements:
1	Faculty	<ul style="list-style-type: none"><li>• Shall be a Graduate / Post Graduate viz. MSW/MA in Rural Development / MA in Sociology / Psychology / B.Sc. (Veterinary), B.Sc. (Horticulture), B.Sc. (Agri.), B.Sc.( Agri. Marketing)/ B.A. with B.Ed. etc.</li><li>• <b>The application will be accepted from the respective State only.</b></li><li>• Shall have a flair for teaching and possess sound Computer Knowledge</li><li>• Excellent communication skills in the local language essential, fluency in English and Hindi will be an added advantage</li><li>• Skills in Typing in Local Language essential.</li><li>• Typing skills in Hindi / English typing, an added advantage</li><li>• Previous experience as Faculty preferred</li></ul>

2	Office Assistant	<ul style="list-style-type: none"> <li>• Shall be a Graduate with computer knowledge</li> <li>• <b>Applications are invited from the respective Districts only.</b></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 in English an added advantage</li> </ul>
2.	Attender	<ul style="list-style-type: none"> <li>• Shall be a Matriculate- 10<sup>th</sup> standard</li> <li>• Ability to Read and Write the Local Language preferred.</li> <li>• <b>Applications are invited from the Respective District only.</b></li> </ul>

### 1. Minimum Standards of Recruitment:

a. Only those candidates who meet the minimum eligibility criteria as outlined above will be considered. However, the Trust will evaluate most appropriate competencies including attitudes and behaviour.

b. The contract will be valid for **a period of 3 years** subject to annual review and renewal of the contract by the Trust once a year.

### 2. Selection Process

a. 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.No	Criteria	Faculty	Office Assistant	Attender
1	Written	✓	✓	
2	Personal Interview	✓	✓	✓
3	Demonstration / Presentation	✓		

### 3.Application:

The common application form has been ported in our website [www.iob.in](http://www.iob.in). Applicants can download the form and apply for the respective post along with required copies of supportive documents as mentioned in the application.

Application fee of Rs.200/- for the posts of Faculty and office assistant towards the expenditure related to selection process which includes written test and interview has to be credited/sent to respective accounts as follows

S.No	District	Account No	Account Name	IFSC Code
1	Tirunelveli	029202000000555	IOB RESTI	IOBA0000292
2	Tenkasi	275002000000200	RSETI TENKASI	IOBA0002750

The applicants can remit the amount to the said account by following modes.

Mode of payment	
Cash deposit in IOB branch/Transfer from any branch of IOB	Applicant may visit any nearby branch of IOB and pay the amount.
Cash Deposit / Transfer from other branches of any Bank other than IOB.	Applicants may credit the required fees to the RSETI Account by NEFT.

Eligible candidate may send their application along with attested copies of supporting certificates to respective RSETIs address within 15 days from the date of Advertisement.

**The Director, RSETI Tirunelveli, A-63, 5<sup>th</sup> cross street (First floor), Maharaja Nagar colony, Tirunelveli – 627011.**

**The Director, RSETI Tenkasi, Plot no 1, Door No 2/10/59, High land city, Elathur to Tenkasi road, Tenkasi -627803.**

### 4.Engagement on Contract

a. The Offer of Engagement of services will be issued by the Competent Authority / Trust and there will be no link or connection whatsoever with the parent Bank.

b. There will be NO commitment / obligation / liability for the Bank to absorb such candidates who are selected on contract for any job in the Bank at any time.

### 5.Joining Formalities

a) The selected candidate will be required to submit a medical fitness report signed by a district level Medical Officer, prior to joining to confirm his/ her current state of health.

b) The selected candidate will be required to join soon, in any case not later than 15 days from the date of receiving the offer letter.

c) 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.

d) If there is any disciplinary action taken against any selected candidate in his / her earlier organization, the decision of the Management of Trust / Society / RSETI regarding the selection / non – selection of the said candidate, shall be final and binding.”

e) The 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.

f) The new joiner will submit a joining report to the Director and complete the required joining formalities

## **6. Job Description of Support Staff at RSETI**

### **A. Faculty**

1. Work as Faculty of the Institute handling sessions relating to entrepreneurship, motivation, personality development, business management, conducting business games etc. guiding/educating the trainees, and coordinate the programmes of the Institute.

2. Conducting pre-training activities - EAPs, generation of applications and selection of candidates.

3. Assisting the Director in designing the Annual Action Plan and training programmes.

4. Arranging logistics for the training programmes, including training materials and arranging Guest faculty.

5. Providing post Training escort services including conducting of follow up meets/visits.

6. Providing counselling, credit linkage, preparation of project report etc.

7. Preparation of Success Stories and circulate a minimum of two stories per month to the Controlling Office/MoRD.

8. Preparation of Post Programme Report.

9. Preparation of monthly report and other periodical reports.

10. Assisting/Guiding the Office assistant in maintaining of Day book, General Ledger and all other registers and Books.

11. Design new training programs by collecting feedback on emerging business opportunities in the area.

12. Prepare case studies and training materials for effective delivery of sessions

13. Establish liaison with outside agencies

14. Assist Director in internal control/administration of the institute.

15. Organising functions, events and meetings of the Institute.

16. Preparation of Press release/reports on various activities of the Institute.

17. Supervising the work of assistant, attender, watchman cum Gardner of the Institute.
18. Monitoring the performance of Guest faculty of all skill trainings.
19. Maintenance of Inventory and Library books of the Institute.
20. Overseeing the maintenance of entire campus including classrooms, Kitchen, dining and Dormitory and to ensure to keep the premises clean and tidy.
21. Maintaining discipline in the Institute and ensuring administration of MILLY, LOG, PRAYER, YOGA SHRAMADHAN etc on daily basis.
22. Any other work assigned by the Director from time to time.

### **B. 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 Bookkeeping).
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.

### **B. Attendant**

1. Generally all subordinate work of the Institute for assisting the Director and other staff of the Institute for smooth functioning of the day-to-day activities.

2. Up keeping of premises including office, training classrooms, dormitory, bathrooms, filing cabinet, visitors lounge etc.
3. Filing the documents in respective files as per direction of office Assistant/Faculty/ Director.
4. Going to Bank branches for all Bank work like for getting passbook updating etc. as per the instructions of Director.
5. Any other work entrusted by the Director from time to time.

## 7. Service Matters

### a. Emoluments

The emoluments payable to the support staff taken on contract is in the table below.

S.No	Post	Salary Structure	
1.	Faculty	i)	Consolidated salary of Rs. 20,000/- which may be revised for the ensuing year by an amount of 10% of preceding year's consolidated salary based on satisfactory review/ performance of services rendered.
		ii)	Fixed Travel Allowance [FTA]: Actuals subject to minimum of Rs 1500/- pm against bills or can claim Rs 500/- on declaration basis.
2.	Office Assistant	iii)	Consolidated salary of Rs. 12,000/- which may be revised for the ensuing year by an amount not exceeding 10% of preceding year's consolidated salary based on satisfactory review/ performance of services rendered.
		iv)	Fixed Travel Allowance [FTA]: Actuals subject to minimum of Rs 1000/- pm against bills or can claim Rs 500/- on declaration basis.
3.	Attender	i)	Consolidated salary of Rs. 8,000/- which may be revised for the ensuing year by an amount not exceeding 10% of preceding year's consolidated salary based on satisfactory review/ performance of services rendered.
		ii)	Fixed Travel Allowance [FTA]: Rs 500/-pm
4.	Annual Medical allowance on declaration basis	Faculty	Rs. 3000/-
Office Assistant		Rs. 2500/-	
Attender		Rs. 2000/-	
5.	TA for outstation duties	The travelling expenses payable for travel to the staff of RSETI is dependent on the office exigencies and approval of the tour programme on duty for follow up / EAP / other office work by the competent authority i.e. Director of RSETI. For the approved tour programme/travel on duty, eligible mode is II Class sleeper by train by the regular/shortest route or equivalent class by Public Transport (Bus). A	

		reasonable local conveyance by public transport may also be reimbursed.		
6.	HA for outstation tour (per day)		From 4to 8 Hrs	>8 hrs
		Faculty	150.00	300.00
		Office Assistant	100.00	200.00

### b. Leave

S.No	Category of Leave	Period
1.	Casual Leave	12 days per year
2.	Privilege Leave	10 days per year
3.	Sick Leave	10 days per year
4.	Maternity Leave	90 days per child in a contract of one year after completing six months of entering contract subject to maximum of two surviving children.

### c. Career Planning

1. If a faculty member has been performing very well and the contract has been renewed for two consecutive terms, she/he may be designated as **Senior Faculty** for the next contract of three years.
2. If an Office Assistant has been performing very well and the contract has been renewed for two consecutive terms of three years, s/he may be designated as **Senior Office Assistant** for the next contract.
3. Any extension / renewal in contract shall be done within time frame which is mandatory.

### d. Induction:

1. Induction is a systematic process of introducing the new joinees to RSETI, to enable them to understand the Vision, Mission, Values, Objectives of RSETI, Key features of RSETI, as well as their job responsibilities.
2. The MoRD, GOI, has made it mandatory for all Faculties to undergo induction training / Train the Trainers Programme (TTP).

### e. Increment

1. The contract staff will be eligible for increment once she/he completes the contract period of one year satisfactorily.
2. The annual Increment rate for the Senior Office Assistant may be fixed at 15%.

## **f. Separation**

**i. Resignation:** The contract staff member who resigns from the services of the organization, will be required to serve one month after serving the notice or will forfeit proportionate salary / make good the salary as per the contract.

**ii. Dismissal for disciplinary reasons:** The contract of the staff may be terminated by the Director for reasons of serious misconduct by following due process as laid down, with due approval from the concerned Regional Manager.

## **g. Code of Conduct:**

### **Misconduct:**

No staff member shall indulge in any form of misconduct in the organization. Misconduct will be categorized as – (i) Minor Misconduct and (ii) Major Misconduct. Without prejudice to the general meaning of the word “misconduct”, the following omissions and commissions will constitute minor/ major misconduct.

1. **Minor Misconduct** This refers to irregularities and misconduct on the part of staff that are improper but not grave enough to warrant immediate suspension or dismissal viz.: Absence from duty without showing proper cause or without reporting the absence in a timely manner, even for a day
2. **Major Misconduct** Given below is the list of grave actions that warrant immediate investigation and suspension / dismissal viz.
  - (a) Theft, fraud, and falsification of records.
  - (b) Misappropriation of funds and property.
  - (c) Failure to carry out duties as stated in the job description.
  - (d) Failure to maintain responsible work behavior.
  - (e) Failure to carry out instructions of the superiors.
  - (f) Abuse of administrative rules and procedures for monetary gain.
  - (g) Corruption (i.e. giving or accepting bribes or kickbacks in the form of money, services, gifts or discounts directly or indirectly).
  - (h) Engaging directly in trade, commercial activity, other employment or any other activity regarded as conflict of interest.
  - (i) Absence from duty for 3 or more consecutive days without prior intimation /permission.
  - (j) Unauthorised disclosure of any confidential or classified information to public/outside/ others
  - (k) Undisclosed conflict of interest
  - (l) Insubordination (i.e. undermining authority)
  - m) Physical violence against staff.
  - (n) Discrimination and harassment whether racial, social or sexual.



- (o) Repeated instances of one or more minor misconduct.
- (p) Gross negligence or negligence of work which may be harmful to the organization.
- (q) Criminal conviction by a court.
- (r) Any action which may result in or create a situation detrimental to RSETI's work or reputation, outside or inside the place of work.

**(iii) Disciplinary Action and procedure there of**

(a) In the case of minor misconduct, informal procedures such as one – to – one discussion will be conducted. Formal procedures will be employed in cases where informal mechanisms have failed. Even verbal warnings will be documented on file.

(b) In case of major misconduct appropriate action will be initiated by the Director. RM or his/ her representative will conduct an enquiry at the Institute to provide the opportunity for all concerned to put forward their cases. The person conducting the enquiry will then submit a report with recommendations. RM will take a decision and implement the same which will be binding on both the parties.

(c) In case of termination of contract for act of major misconduct, the staff member shall be relieved from the services with immediate effect and no contract amount in lieu of notice period will be payable.

(d) All disciplinary procedures will be unbiased and fair investigations will be conducted with the opportunity for defence.

(e) A staff member who is alleged to have committed an act of misconduct or has allegedly failed to comply with RSETI's policies will be given a show – cause notice / charge – sheet clearly mentioning the acts of omission / commission s/he is alleged to have indulged in seeking her/ his explanation for the same.

(f) The staff member will be given 7 days' time to reply to the show – cause notice/ charge sheet from the date on which such notice is served on the concerned staff member.

(g) On receipt of the explanation from the staff member, disciplinary action as deemed fit by the RM shall be initiated as follows:

- I. If the staff member admits the charges and allegations, the Regional Manager (RM) may decide to impose such punishment as deemed fit.
- II. If the staff member denies the charges and allegations, the RM may appoint an Enquiry Authority (EA) to go into the charges and allegations and submit the report within 15 days of the response.
- III. The EA will afford all reasonable opportunities to the staff member to be heard in the enquiry. The EA shall also examine any witnesses and evidence as may be placed before it.

(h) On receipt of the report of the EA, the RM after due consideration of the report may:

- I. If the EA has found the person guilty, agree to the charges, then, EA may impose such punishment as they deem fit, including dismissal where necessary

II. For reasons to be recorded, disagree with the findings, and impose such punishment / acquit the person, as they deem fit.

(i) While arriving at the decision, the RM will consider the findings of the EA, the past service records of the staff member, any extenuating circumstances, and all other relevant material

**h. Standards of Service:**

The staff member shall carry out the assignment in accordance with the highest standard of professional and ethical competence and integrity, having due regard to the nature and purpose of the assignment and will conduct herself / himself in the required manner

**For any queries the candidates may contact**

**The Director, RSETI Tirunelveli, A-63, 5<sup>th</sup> cross street (First floor), Maharaja Nagar colony, Tirunelveli – 627011 ; Email – iobrseti.tirunelveli@gmail.com**

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