



**NATIONAL FEDERATION OF
STATE COOPERATIVE BANKS LTD.**

Regn. No. MSCS/CR/1397(Special)/2023
GSTIN: 27AAAAAN0007B1ZG

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Azadi Ka
Amrit Mahotsav

Date: 01-04-2024

NAFSCOB/D-38/2024-25/007

The Chairmen/Presidents/Chairperson/Administrator
Chief Executives
All District Central Cooperative Banks

Dear Sir/Madam

**Sub: Engagement of Cooperative INTERNS by SCBs and DCCBs
for strengthening the cooperatives**
Ref: NB. HO. IDD. Pol./1375/Pol 5/ 2023-2024

As you are very well aware, the Ministry of Cooperation (MOC), Government of India has taken 54 initiatives since inception of the newly created MOC, as a part of realising the VISION of "Sahakar Se Samriddhi". The MOC is very keen on ensuring that the benefits of these initiatives reach the grass root level. The MOC is also keen on strengthening cooperative based economic model and ensure necessary capacity building to the cooperatives. Therefore, it has been decided that all State Cooperative Banks (SCBs) and District Cooperative Central Banks (DCCBs) may hire young professionals namely "Cooperative Intern" initially for three years, in which each intern will be hired for one year only.

The objectives of "Cooperative Intern" scheme include to deepen the Cooperative Movement till grassroots level, to enable the professional graduates to learn the context and practical working of cooperatives and to expand pool of experienced cooperative professionals. Interns will be responsible for solving day to day problems faced by PACS in computerization, preparation of business plans, projects, financing issues, various approvals etc.

The Highlights of the scheme are:

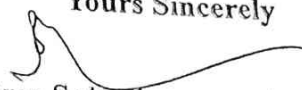
1. Scheme is launched by : MOC, Govt of India
2. Nodal Agency: NCDC - administer the scheme with the support and cooperation of State Governments.
3. Nodal Agency: NABARD: monitor the implementation
4. Implementation/Execution By: SCBs and DCCBs
5. Funding: A consolidated monthly remuneration of Rs. 25,000/- will be reimbursed from Cooperative Education Fund, maintained at MOC level through NCDC.
6. Validity of the Scheme: The scheme will be valid for 3 years.
7. Direction: The State Cooperative Bank on their behalf and on behalf of DCCBs will initiate the hiring/Selection procedure for Interns to ensure that interns are hired within a month of the receipt of this Circular.

The objectives of the scheme, Eligibility for the internship, qualifications, recruitment process are well documented in the circular issued by NABARD. Similarly, the roles and responsibilities /Duties of Interns include coordinating with PACS and other primary cooperatives and provide necessary guidance for the implementation of initiatives taken by Ministry of Cooperation, GoI.

A copy of the circular issued to all SCBs and DCCBs by NABARD vide EC No. 40/ IDD - 01/ 2023-2024 15 March 2024 with Ref. No. NB. HO. IDD. Pol./1375/Pol 5/ 2023-2024 is attached for your kind perusal.

Therefore you are advised to take appropriate action to hire the 'interns' at the earliest on priority basis.

Yours Sincerely


(Bhima Subrahmanyam)
Managing Director
Cell: +919820009799

Encl: As above

CC: All Member State Cooperative Banks with a similar request to initiate the action to ensure the interns are hired as advised by the MOC.

Financial assistance from CEF for appointment of Cooperative Interns in DCCBs/SCBs

1. Cooperative Intern Scheme:-

The Ministry of Cooperation is responsible for providing a separate administrative, legal and policy framework for strengthening the cooperative movement in the country. It aims to deepen co-operatives as a true people-based movement reaching up to the grassroots and develop a cooperative based economic model where each member works with a spirit to responsibility. The principal activities of the Ministry include streamlining processes for 'Ease of doing businesses for co-operatives and enabling development of Multi-State Co-operative Societies. It lays emphasis on strengthening, bringing transparency, modernization, computerization, creating competitive cooperatives, working constantly to meet the challenge of accessibility to development for every underprivileged in rural areas and on connecting every village with cooperatives, making every village prosperous with the mantra of "Sahakar se Samriddhi" and through this making the country prosperous.

2. Ministry has taken 54 initiatives for the strengthening of Cooperative Sector in India:-

To accomplish the initiative of Ministry Of Cooperation, role of Rural Cooperative Banks (SCBs & DCCBs) is paramount. To ensure that benefits of initiatives initiated by Ministry of Cooperative reach at grassroots level and to deepen co-operatives as a true people-based movement reaching up to the grassroots and develop a cooperative based economic model, it is proposed that SCBs and DCCBs may be allowed to hire young professionals namely "Cooperative Intern" initially for three years, one year at a time.

3. OBJECTIVES OF SCHEME:-

- 3.1 To deepen the Cooperative Movement till grassroots level.
- 3.2 Enable the professional graduates to learn the context and practical working of cooperatives.
- 3.3 To expand pool of experienced cooperative professionals. Interns will be responsible for solving day to day problems faced by PACs in computerization, preparation of business plans, projects, financing issues, various approvals etc.

4. ELIGIBILITY:-

(MBA or equivalent in Marketing Management / Cooperative Management / Agri Business Management / Rural Development Management.) Proficiency in computer is essential.

5. AGE LIMIT:-

Candidate should be minimum of 21 years of age and maximum of 30 years.

6. NUMBER OF INTERNS AND LOCATION:-

All State Cooperative Banks (SCBs) and District Cooperative Central Banks (DCCBs) will be permitted to hire one Cooperative Intern each. Presently, there are 34 SCBs and 351 DCCBs are in operation across India (Number of Interns - 385). Appointment of an intern will be for a period of one year. The scheme will be valid for 3 years.

7. PROCESS OF SELECTION:-

The State Cooperative Banks and District Cooperative Central Banks will devise and adopt a transparent method under guidance of NABARD for selection of a Cooperative Intern. Selection of the interns will be done by the respective SCBs and DCCBs.

8. REMUNERATION:-

The selected Cooperative Intern will be paid a consolidated monthly remuneration of Rs.25,000/- which will be reimbursed from Cooperative Education Fund, Ministry of Cooperation through National Cooperative Development Corporation (NCDC). Fund will be sanctioned and released to NCDC by Ministry of Cooperation and NCDC will reimburse the expenditure to SCBs and DCCBs. TA/DA will be provided by SCBs and DCCBs from their own funds. Total financial implications of the scheme will be as under:-

Number of Interns to be engaged	Financial Implication		
	For 1 Month	For 1 year	For 3 years
385	96.25 Lakh	1155.00 Lakh	3465.00 Lakh

Initially, expenditure for 1 year will be released to NCDC. Thereafter, NCDC will submit Utilization Certificates to ministry. Accordingly, next installment will be released.

9. NODAL AGENCY:-

NCDC will administer the scheme with the support and cooperation of State Governments. NABARD will issue the instructions to all SCBs and DCCBs and monitor the implementation of the scheme which will be executed by DCCBs, SCBs.



EC No. 40/ IDD -01/ 2023-2024
Ref. No. NB. HO. IDD. Pol./1375/Pol 5/ 2023-2024

15 March 2024

The Chairman
All State Cooperative Banks/ District Central Cooperative Banks

Madam/Dear Sir

Engagement of Cooperative Interns for strengthening the Cooperatives

With the aim to ensure that benefits of initiatives initiated by Ministry of Cooperation, Government of India reach the grass root level, strengthen cooperative based economic model and ensure necessary capacity building to the cooperatives, it has been decided that all State Cooperative Banks (StCBs) and District Cooperative Central Banks (DCCBs) may hire young professionals namely "Cooperative Intern" initially for three years, in which each intern will be hired for one year only.

2. Objectives Of Scheme :

- i. To deepen the Cooperative Movement till grassroots level.
- ii. Enable the professional graduates to learn the context and practical working of cooperatives.
- iii. To expand pool of experienced cooperative professionals. Interns will be responsible for solving day to day problems faced by PACS in computerization, preparation of business plans, projects, financing issues, various approvals etc.

3. Eligibility:

MBA or equivalent in Marketing Management / Cooperative Management / Agri Business Management / Rural Development Management.

4. Essential Qualification:

Proficiency in computer is essential.

5. Age Limit:

Candidate should be minimum of 21 years of age and maximum of 30 years.

6. Number Of Interns And Location:

All State Cooperative Banks (StCBs) and District Cooperative Central Banks (DCCBs) will be permitted to hire one Cooperative Intern each. Presently, there are 34 StCBs and 351 DCCBs

राष्ट्रीय कृषि और ग्रामीण विकास बैंक

National Bank for Agriculture and Rural Development

संस्थागत विकास विभाग

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Institutional Development Department

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in operation across India (Number of Interns -385). Appointment of an intern will be for a period of one year. The scheme will be valid for 3 years.

7. Process Of Selection:

The State Cooperative Bank will hire Cooperative Interns for DCCBs and themselves by advertising the vacancy on yearly basis by clearly stipulating the eligibility criteria and essential requirement, remuneration, age limit, tenure of internship and other terms and conditions as spelt out in this circular. The State Cooperative Bank will initiate the hiring/Selection procedure soon after receipt of this circular, to ensure that the interns are hired within a month of the receipt of this Circular.

8. Posting Of Interns:

Selected interns are needed to be posted to all the DCCBs and one at StCB based on their choice/s of district to reap the benefits of local understanding. StCB may post / transfer the interns based on the functional requirements.

9. Remuneration:

The selected Cooperative Intern will be paid a consolidated monthly remuneration of Rs.25,000/- which will be reimbursed from Cooperative Education Fund, Ministry of Cooperation through National Cooperative Development Corporation (NCDC). TA/DA will be provided by StCBs and DCCBs from their own funds. Interns may avail 10 days Casual Leave (CL) for the year and no other leaves will be granted. Leaves other than CL to be granted as "Leave without remuneration". Holidays may be available to the interns as applicable to the respective StCB/DCCBs.

10. Roles And duties of Intern: —

The Intern will discharge following roles and duties:

- i. The Intern will coordinate with PACS and other primary cooperatives and provide necessary guidance for the implementation of initiatives taken by Ministry of Cooperation, GoI.
- ii. Interns will be responsible for solving day to day problems faced by PACS in computerization, preparation of business plans, projects, financing issues, various approvals, etc.
- iii. He/she will prepare and share weekly status report of the implementation of initiatives taken by Ministry of Cooperation in coordination with DCCB/StCB.

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11. Nodal Agency:

NCDC will administer the scheme with the support and cooperation of State Governments. NABARD will monitor the implementation of the scheme which will be executed by StCBs.

12. Other Terms And Conditions:-

- i. The internship programme is neither an employment nor an assurance of an employment with the Bank or institutions associated with the Bank and no intern shall have any right or claim for an appointment with Banks by virtue of this internship programme.
- ii. Internship is a fulltime programme and hence interns are required to observe working hours of the Banks. The internship may be discontinued any time without payment of any financial benefit if the performance of the intern is not found satisfactory or the intern is absent without authorization of the Bank. Without prejudice to the foregoing, Bank may terminate the services of the Intern at any time without assigning any reasons.
- iii. The intern shall be required to maintain confidentiality of all the documents/reports and/or any information received by him/her during the internship period, violation of which would entail legal consequences. The Interns will not reveal to any person or organization any information relating to Bank, its business plan and policies which are not available in the public domain.
- iv. The intern shall follow the rules and regulations of the concerned StCB /DCCB.
- v. The Intern shall not reveal to any person/ organization confidential information pertaining to concerned Bank, its work and its policies.
- vi. No intern shall interact with or represent the Bank to the media (print and/or electronic) including social media including face book/twitter handles, etc. They will not post their work on social media without express permission from the competent authority.
- vii. Interns will conduct themselves professionally in their relationship with the Bank and the public in general.
- viii. It may be strictly observed that the conduct of the interns and their access to the data shall be the sole responsibility of the concerned Bank.

Yours Sincerely

Subrat Kumar Nanda

Subrat Kumar Nanda
Chief General Manager

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