

Minutes of the Review Meeting held by the National Commission for Scheduled Castes with the Management of United Bank of India on 04.11.2015 at Kolkata

The National Commission for Scheduled Castes (NCSC) headed by Dr. P.L. Punia, Hon'ble Chairman, along with Dr. Raj Kumar Verka, Hon'ble Vice Chairman, Shri Raju Parmar, Hon'ble Member, Shri Ishwar Singh, Hon'ble Member, Smt. P. Kamalamma, Hon'ble Members and Dr. Vinod Agarwal, Secretary conducted Review Meeting with the Office Bearers of UBI SC & ST Employees Welfare Council and UBI Management on 04.11.2015 to see the implementation of Reservation Policy implemented by the Bank and other allied issues and grievances of the SC and OBC employees.

Meeting with the UBI SC & ST Employees Welfare Council

Altogether, 10 office bearers headed by the President & General Secretary of the Welfare Council attended the meeting. During the meeting they submitted a Memorandum before the Commission and raised the following points to discuss with the Management to set right their grievances:

- a. Immediate filling up of backlog vacancies – both in direct recruitment and in promotion.
- b. Denial of zone of consideration in promotion in officer cadre.
- c. Disproportionate punishment in vigilance cases and delay in processing Review petition in respect of SC and OBC employees.
- d. Denial of preferential posting of office bearers of the Association.
- e. Part-time sweepers/casual employees may be regularized.
- f. ST officers belonging to NE Region are being posted outside their region. Due to this they are not getting benefit of Income Tax exemption.

Meeting with the Management

7 officers including Managing Director and ED (HR) attended the meeting. During the meeting following points emerged from the discussion and recommended for necessary compliance:

- a. The Managing Director assured that all part time sweepers will be converted/regularized by 31st March, 2016.
- b. The Bank Management was advised to re-examine the own merit selection in recruitment and promotion in all categories of posts.
- c. Backlog vacancies in direct recruitment of sub-staff category – SC-44 and OBC – 64 as on 30.06.2015 may be filled up immediately.

- d. Skill training may be given to SC/OBC beneficiaries before giving any loan to them.
- e. Convenient posting of principal office bearers of SC/ST Employees Welfare Council may be given so that their Council activities may not be hampered.
- f. The Management is giving relaxation in promotion upto the Scale -III officers. The Chairman advised for consideration to give relaxation in promotion up to Scale VI to SC officers.
- g. The Commission advised to consider SC officers for specialized training abroad.
- h. No retired employee may be associated with Association. The Managing Director assured the Commission for compliance of all advises of the Commission.
- i. The Commission advised to follow the Reservation norms in selection of own merit candidates and that may be reflected in the Roster.
- j. The priority sector lending and lending to SC beneficiary is quite low and need to rise exponentially which was taken in right prospect by the management.

The Chairman handed over the copy of Memorandum of the Council to the Managing Director and advised to submit compliance report before the Commission on the points raised above who in turn assured the Commission that compliance report as advised will be sent within two months.

The meeting ended with vote of thanks.
