

REVIEW OF RESERVATION POLICY, SERVICE, ECONOMIC AND SOCIAL DEVELOPMENT SAFEGUARDS FOR SCs IN INDIAN BANK ON 8.7.2015 BY NCSC, NEW DELHI

The National Commission for Scheduled Castes conducted a Review of Safeguards provided to SCs by Indian Bank, Corporate Office, Chennai on 8.7.2015. The Commission first met the representatives of Indian Overseas Bank SC/ST Employees Welfare Association and heard their grievances. Followed by this, the Commission had discussion with the Managing Director & Chief Executive Officer and other Senior Officers of the Indian Bank, Corporate Office, Chennai.

Meeting with the Indian Bank SC/ST Employees Welfare Association

Shri P.Mohan, President, Shri M.vivekanandan, General Secretary and other Office Bearers of the All India Indian Bank SC/ST Employees Welfare Association attended the Meeting. List of participants may be seen at **Annexure - I**. Major issues raised by the Association are as follows:

1. 50 SC Part-time Sweepers are to be converted as Full-time Sweepers.
2. No recruitment of sub-staff has been undertaken by the Indian Bank
3. Action against bogus caste certificates has to be taken by the management in a time bound manner.
4. Foisting vigilance cases and while dealing with vigilance cases, the management adopts double standard approach.
5. Quarterly Meetings are not conducted regularly with SC/ST Association. Further, the representatives of the Association are not being paid T.A / D.A benefits and treating them as on-duty.
6. The Zonal level Office Bearers of SC/ST Employees Welfare Association are to be extended with T.A / D.A benefits and treating them as on-duty to attend the Zonal Level Meetings.
7. While transfers are affected, SC employees posted to far off places.
8. SCs are not considered for abroad postings.
9. Pre-promotional training period has to be increased for a period of 10 days.
10. Inclusion of SC representatives in the Board of Directors has to be made

11. Two representatives of All India SC/ST Employees Welfare Association be permitted to attend Zonal Level Committee Meetings.
12. Workshop on Reservation Policy to be conducted every year in order to update the knowledge.
13. Training to be given in vital fields and important initiatives.
14. Discrimination in awarding marks in APAR for SCs. Due to this SC Officers are denied their legitimate promotion.
15. Own Merit concept is not followed for SC employees.

On hearing the issues one by one, the Hon'ble Chairman assured the Association for an appropriate recommendation to the Indian Bank management.

Meeting with the management of Indian Bank

Dr.P.L.Punia and the Hon'ble Members of NCSC, New Delhi had Review Meeting with the Executive Director, Additional Charge as Managing Director & Chief Executive Officer alongwith higher level Officials of Indian Bank. List of participants is enclosed as **Annexure - II**.

At the outset, the Executive Director, having additional Charge as Managing Director & Chief Executive Officer explained major Bank activities, performance and achievements though power point presentation. The Commission had put forth the various grievances and issues presented by the SC/ST Employees Welfare Association. Regarding the conversion of Part-time Sweepers into Full-time Sweepers, the management replied that **the matter has already been taken up with the Board and final action on it will be taken based on the decision of the Board.** Bogus Community Certificate cases were discussed. The Commission also raised issues based on the reply to questionnaire by Indian Bank. After detailed deliberations the following actionable points had emerged:

1. Decision for absorption of 50 Part-time Sweepers as Full-time employees by Indian Bank may be expedited.
2. The Indian Bank should initiate process for recruitment of sub-staff, which has been stopped now.
3. Time bound action in the case of false community certificate cases has to be taken in accordance with the directions of the Hon'ble

Supreme Court in this regard. If the case is found to be a false certificate, immediate stringent action should be taken by removal from service and registering of a criminal case were requested.

4. Regular Quarterly Meeting with the Association may be conducted and the Association Office Bearers may be permitted to attend the Meeting on-duty with T.A / D.A. Two representatives of All India Association may be permitted to attend the Zonal Level Meetings.
5. Awareness Training in the field of Reservation in Services are to be imparted every year.
6. Pre-promotional Training for SC/ST Officers may be increased from five days to ten days as requested by the Association.
7. Appropriate representation of SC employees in the Foreign Branches may be considered.
8. Own Merit SC candidates are to be strictly treated as General category for purpose of roster point and that has to be ascertained with the record proof.
9. OBC representatives at different levels are to be examined and backlog may be worked out. Special recruitment drive may be conducted to clear the backlog vacancies, if any, for the SCs in promotion and direct recruitment.
10. A separate performance report for SCs and OBCs in respect of education loan may be submitted to the Commission.
11. Bank may consider sanction of Corporate Social Responsibility Fund for providing infrastructure in the toilets / bathrooms in the SC Girls Hostels and Schools.
12. In the vigilance cases the Management is to ensure that the SC employees are not intentionally discriminated.
13. Adequate representation by giving in Reservation RRB has to be ensured by the management.
14. Under Corporate Social Responsibility schemes, exclusive Scheme has to be drawn instead of weaker section as suggested the Secretary of the Commission.

15. Under 'Priority Sector lending', 'Government sponsored schemes' and 'DRI Scheme', the stipulated share has to reach the SCs.

Action Taken Report (ATR) on the above issues should be furnished to the Commission within two months.

The meeting ended with thanks to the Chair
