

No. 3/Review-10/Punjab & Sind Bank/2014/SSW-II

National Commission for Scheduled Castes

Minutes of the Review Meeting under taken by the National Commission for Scheduled Castes on 16.12.2014 to assess and monitor of implementation of reservation policy for SC in Punjab & Sind Bank, New Delhi

The National Commission for SCs headed by Dr. P.L. Punia, Hon'ble Chairman, Shri Rajkumar Verka, Hon'ble Vice-Chairman, Shri Raju Parmar, Hon'ble Member & Smt. P.M. Kamamma, Hon'ble Member conducted a Review Meeting regarding implementation of reservation policy in Punjab National Bank, New Delhi. Dr. Vinod Kumar, Secretary and other Officers of National Commission for SCs were present during the meeting.

Shri Jitenderbir Singh, Chairman & Managing Director, Punjab & Sind Bank alongwith other Sr. Officers of the Bank were present as per Annexure I. The Office bearers of the All India Punjab & Sind Bank SC/ST Employees Welfare Association were also present as per Annexure II.

The National Commission for SCs first held a meeting with office bearers of the Punjab & Sind Bank SC/ST Employees Welfare Association. The Association both the following points to the notice of the National Commission for SCs:

- The Punjab & Sind Bank has not regularised part time sweepers and not converted into full time sweeper in the various branches of the Bank. It is stated that the Panjab & Sind Bank is paying $\frac{1}{3}$, $\frac{1}{2}$ & $\frac{3}{4}$ of wages to the part time sweepers after completing five years, ten years & fifteen years of their services.
- They have also requested for the seminars/workshops for reservation policy in the Bank.
- It is reported that there is no Director belonging to SC category in the Board of Directors in the Punjab & Sind Bank.
- They have requested that the SC/ST association may be provided check of facilities for their members in the Bank like Bank provide check of facilities to the trade unions in the Bank.
- It is also reported that the Bank Management must give leave sanction for preparation of Civil Services to the SC employees for their study.

- It is also stated that there is no General Manager level SC Officer in the Bank.

Thereafter, National Commission for SCs held meeting with the Punjab & Sind Bank on the following points:

The Hon'ble Chairman, National Commission for SCs brought to the notice of the CMD, Punjab & Sind Bank above grievances of the SC/ST Emp. Wel. Association and advise the following points:-

Conversion of part time sweepers to full time sweepers or regularization.

- The National Commission for SCs observed that a large number of safaikaramchari mostly belonging to SC/OBC are working in the branches of Public Sector Bank as Part Time Sweepers and are drawing the wages of $\frac{1}{3}$, $\frac{1}{2}$ or $\frac{3}{4}$ depending on the sweeping area of the branch which is a meager amount, it is very difficult for them to survive and most of the years they spends their life in the Bank and in later stages of life, it is very difficult for them to obtain new job in other organization. Therefore, National Commission for SCs feels that the part time sweepers in the banking sector may be converted into full time/regularised so that they can get all benefits. It is also stated that State Bank of India has regularised around 7500 part time sweepers in the branches. The CMD, Punjab & Sind Bank assured that the Bank will also look in to the policy of the SBI and part time sweepers will be considered to convert into full time sweepers.
- The Hon'ble Chairman, NCSC advice the CMD that who are 35% of safai karamchari as they do not belong to SC and OBC. This may be examined. The CMD of the Bank assured for the same.
- Further Hon'ble Chairmen, NCSC advised to the CMD, Punjab & Sind Bank that the seminar for reservation policy may be conducted for the SC employees and leave may be sanction for the aspirant of Civil Services to SC person. CMD assured for the same.

Reservation in promotion from Sub-staff to Clerical cadre

The NCSC observed that there is no reservation in promotion from Sub-staff to clerk for SCs but they provide relaxation in marks in the examination for promotion. NCSC asked the clarification from Management as to why no reservation is given in promotion in the cadre to SCs. The CMD, P & S Bank assured to give the clarification and a copy of the promotion policy will be submitted to the Commission.

Low percentage of SCs in Officer Cadre and OBCs in all cadres

The NCSC asked for the reason as to why the % of SC is not as per prescribed % in Officer cadre. As per information available for OBCs it is also noticed that the % of OBCs is 14.87% in officer cadre, 18.98% in clerical cadre and 3.99% in sub-staff cadre as on 30.09.2014 which much less than 27% of prescribed % for OBCs. The management of the bank was advised to fill up the vacant post by conducting Special recruitment Drive.

Backlog vacancies

It is observed that against point No. 8 of the questionnaire the Bank has mentioned that there is no backlog. Whereas the Bank has undertaken the recruitment projects 2010-11, 2011-12 & 2012-13 for recruitment of Officer & Clerks alongwith backlog vacancies which is a contradiction as they say backlog being filled up. The CMD assured for the same to submit the action taken report to NCSC.

Pre Recruitment and pre-promotional Training

The Hon'ble Member Shri Raju Parmar has brought to the notice that the Bank conducted pre promotional training for the SC candidates but these training are not taken up seriously. Such training are provided to the SC employees just before the one week of promotion process. It is advised that pre promotional training should be conducted in advance so that SC employees can prepare there scheduled for promotion well in advance. The CMD, Punjab & Sind Bank assured for the same.

Quartely Meeting with SC/ST/OBCs Welfare Association.

The NCSC observed that the Bank has not conducted quarterly meeting with Association. Only informal meeting was held in each year. It was advised to conduct quarterly Meetings with Association on regular basis.

Separate Chapter about implementation of reservation policy and schemes for SC in their annual report

The NCSC advised to the CMD, P&S bank to incorporate a separate chapter about implementation of reservation policy and schemes for SC in their annual report.

Economic & Social Policy for the SCs and OBCs under CSR

The bank has spent total Rs. 112 lac under CSR in 2013 & 2014. The NCSC suggested the management the amount under CSR policy may be spent for the benefit of SCs as per prescribed percentage. It is observed that the percentage of share of SC/ST in total Priority Sector advances should have been at least 15% as per the SC population of the Country. The Hon'ble Chairman desired to know the details of the loan advances provided to the SCs beneficiaries. When asked about the guarantees for providing loan advances to the SCs, the Management intimated that upto the loan advance of Rs.one lakh, no guarantee is required and above one lakh the guarantee of assets are taken from the persons. It was also asked wheter any special loan advances provided to the SC students on priority basis. The National Commission advised that a note on the priority sector may also be furnished to the Commission.

The NCSC asked whether follow up action has been taken in the cases for the persons of SCs who were provided the training in their Institute at Faridkot, Monga and Ludhiana. Whether any loan advances has been provided to them for self employment to SC& OBC

Meeting ended with Vote of thanks to the Chair.

National Commission for Scheduled Castes

List of participants from NCSC

1. Dr. P.L. Punia, Chairman
2. Dr. Rajkumar Verka, Vice-Chairman
3. Shri Raju Parmar, Member
4. Shri Ishwar Singh, Member
5. Dr. Vinod Aggarwal, Secretary
6. Shri M.R. Bali, Consultant
7. Shri P.S. Mehta, Research Officer

Officers of Punjab & Sind Bank

1. Shri Jatinderbir Singh, CMD
2. Shri K.K. Sansi, Executive Director
3. Shri Mukesh Kumar Jain, Executive Director
4. Shri G.S. Sachdeva, Chief Gen. Manager
5. Shri Deepak Kumar Meena, G.M. (Chief Liaison Officer)
6. Shri D.D. Sharma, General Manager(HRD)
7. Shri Harinder Singh, Dy. Gen. Manager (HRD)
8. Shri Jaspal Singh, Chief Manager (HRD)

The officials of SC/ST Association of Punjab & Sind Bank.

1. Shri Mohan Lal
2. Shri Ashok Kumar
3. Shri Jaswant Singh
4. Shri D.K. Singh
5. Shri Ashok Dhanuk
6. Shri R.P. Singh
7. Shri K.S. Duggal
8. Shri Harpal Singh
9. Shri Naresh Kumar
10. Shri Gain Chand
11. Shri Inderpal