

Minutes of the Review Meeting conducted by the National Commission for Scheduled Castes with the UCO Bank SC/ST & OBC Employees Council followed by the Management on 04.11.2015 at Kolkata

The National Commission for Scheduled Castes (NCSC), Govt. of India, New Delhi headed by Dr. P.L. Punia, Hon'ble Chairman, Dr. Raj Kumar Verka, Hon'ble Vice Chairman, Shri Raju Parmar, Hon'ble Member, Shri Iswar Singh, Hon'ble Member, Smt. P. Kamalamma, Hon'ble Member and Dr. Vinod Agarwal, Secretary conducted the review meeting with the UCO Bank SC/ST & OBC Employees Council followed by the Management to review the implementation of Reservation policy implemented by the UCO Bank management and other allied issues on the welfare of the SCs.

Meeting with the office bearers of UCO Bank SC/ST & OBC Employees Council

Altogether 15 office bearers including General Secretary and President were attended the meeting from all over the country. The General Secretary submitted the Memorandum before the Commission. During the meeting following important points raised for discussion with the Bank Management:

- a. To establish Special Cell for monitoring follow of credit to SC/ST people under various Govt. schemes so that actual beneficiaries may get the benefit of the schemes.
- b. The part time sweepers in Paschim Banga Gramin Bank, a sponsored Bank of UCO Bank working in West Bengal may be converted to full time sweepers as the UCO Bank has already converted their part time sweepers to full time sweepers.
- c. There is no zonal level SC/ST Cell in the zones, though Reservation Rosters are being maintained in the Zonal offices. Zonal level SC/ST Cell to be established and zonal level periodical meeting may be started immediately.
- d. Duration of pre-promotional training for officer's category may be conducted for 10 days instead of 6 days by the expert faculties.
- e. Office accommodation for State Units and all the zonal units of the Bank may be provided to the Council.
- f. Convenient posting may be given to the principal office bearers and at the same time other SC/ST officer and employees may not be harassed in the name of transfer and posting.
- g. Removal of discrimination and harassment through disciplinary proceedings for imposing of disproportionate punishment to SC/ST employees/officers.
- h. Verification of caste certificate and bogus Caste Certificate holders may be punished as per norms.

Meeting with the Management

11 senior level officers including Chairman attended the meeting. During the meeting the following points emerged from discussion for necessary compliance:

- a. Part time sweepers who have not been regularized till date may be regularized *as per rules.*
- b. Action may be taken to regularize PTS to FTS in Paschim Banga Gramin Bank, a sponsored Bank in West Bengal.

- c. The Commission advised to check the previous selections to find out own merit candidates in consultation with the result as no officer has been found to be selected on their own merit in direct recruitment. Very few SC candidates shown as own merit selection in promotion. Selection of own merit candidates in all cadre may be reflected in the reservation roster.
- d. There are number of SC/OBC candidates appointed and shown as excess appointment. It should be checked as SC/OBC candidates selected more than that their prescribed percentage may be on their own merit.
- e. The Commission advised that the pre-promotional training for officers may be given for 10 days instead of 6 days by the expert faculty.
- f. Periodical meetings with the SC/ST Employees Council in zonal level may be held. SC/ST Cell in zonal level may also be set up as the Regional Reservation Rosters are being maintained at zonal level.
- g. The Commission advised to take special care to transfer and posting of SC officer so that the officers may not feel discomfort and harassment.
- h. Convenient posting may be given to the principal office bearers for smooth functioning of the Council activities.
- i. The Commission strongly recommended and advised to identify the bogus Caste Certificate and take necessary action against the caste Certificate holders without delay and also to take necessary action to finalize the pending Caste Certificate cases at the earliest.
- j. The Chairman advised to consider the promotion of officers belonging to SC up to the Scale VI.
- k. It is advised to give educational loan to more members of SC/OBC students.
- l. Credit facilities to SCs under various Govt. welfare and developmental schemes may be implemented through NSFDC/State Finance & Development Corporation and to constitute separate SC/ST Credit Cells to involve mostly SC officers and employees to monitor and review the flow of credit to SC/ST beneficiaries and to maintain proper records.

The Chairman handed over the memorandum to the Chairman of the Bank and advised to take necessary action for compliance and send report to the Commission. The Chairman of the Bank assured the Commission to comply with the advices of the Commission and action taken report will be sent.

The meeting ended with vote of thanks.