

Minutes of the Review Meeting conducted by the National Commission for Scheduled with the Allahabad Bank Management on 04.11.2015 at Kolkata

The National Commission for Scheduled Castes (NCSC), Govt. of India, 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.Kamamma, Hon'ble Member and Dr. Vinod Agarwal, Secretary from the National Commission for Scheduled Castes, New Delhi conducted review meeting with the (1) All India Allahabad Bank SC/ST Employees Welfare Council (2) Allahabad Bank SC/ST/OBC Employees Association followed by the Bank Management on 04.11.2015 to review the implementation of Reservation Policy implemented by the Bank.

Meeting with the office bearers of All India Allahabad Bank SC/ST Employees Welfare Council and the Allahabad Bank SC/ST/OBC Employees Association.

There are two SC/ST Employees Associations in the Bank. Meeting conducted with both the Associations separately. Both the Associations submitted their Memorandum before the Commission. During meetings following important points raised by both the Associations were discussed:

- a. There are total 1733 Sweepers in the Bank of which 365 are Full Time Sweepers including 269 SC Sweepers. All the part time Sweepers may be converted to Full Time Sweepers.
- b. Counting seniority of Sweepers for promotion to post of PCF/Clerical cadre.
- c. Engagement of contract labourer in Sweeping job may be stopped and Sweepers may be recruited from Sweeper community only.
- d. Discomfort allowance may be given to Sweepers as their duties are in odd time.
- e. Reservation may be given in promotion within officer's category up to Scale VI as per the verdict of the Hon'ble Supreme Court.
- f. Pre promotion training may be given to the SC officers for 10 days instead of 6 days with expert faculty.
- g. SC/ST officers may be associated in the Selection Committee, Departmental Promotion Committee, Review/Appeal Committee and Negotiation with the Trade Unions Committee.
- h. Convenient posting may be given to the office bearers of the Council.
- i. To protect SC/OBC employees/officers from Caste discriminatory posting.
- j. Office accommodation at Zonal level may be provided and Quarterly meeting other than Kolkata Zones may be conducted.
- k. SC/ST Cell may be established immediately at the Zonal Level as the reservation roster for Group 'C' & 'D' are maintained at Zonal level.
- l. To protect SC/ST employees from harassment/humiliation from false charges and even for minor lapses awarded major punishment.

Meeting with the Management

Altogether 11 officers including Chairman, Executive Director (HR) and other senior officers attended the meeting. During meeting following important points emerged from discussion for necessary consideration and compliance:

- a. All part time sweepers may be converted to the full time Sweepers at the earliest on top priority basis.
- b. Those full time sweepers who are eligible for promotion to the post of Clerk may be given by giving more relaxation.
- c. The Commission suggested to Bank for clubbing of all the three Associations for better functioning. Till then major group among the Associations may be identified through check-off system.
- d. It was suggested to implement all the welfare and development schemes meant for SCs, OBCs through NSFDC or State Finance Development & Finance Corporation.
- e. The Commission advised to consider relaxation in promotion of SC officers upto Scale VI.
- f. It was advised to enquire whether IBPS, the recruiting authority following reservation policy in selection to SC, ST, OBC and identifying separately own merit selections.
- g. The Bank was advised to take care to verify the Caste certificate at the time of recruitment and also in promotion. It is also suggested to increase fund for implementation of welfare schemes so that the beneficiaries may run the schemes smoothly.
- h. The Bank advised to take special care to ensure that the SC/OBC employees are not harassed during their transfers and postings. And also to see SC/OBC employees may not be awarded major punishment in minor lapses.
- i. The Bank was advised that the Commission strongly opposed the circular issued by the GM (HR) regarding outside influence through sending representation to different authorities. The chairman of the Bank assured to withdraw the circular.
- j. To take special care to identify own merit selection of SC employees in case of promotion.
- k. The Bank was advised to consider SC officers for specialized training abroad.
- l. There are a good number of officers, employees shown as excess. Reserved candidates selected other than their allotted reserved quota may be on their own merit selection. The Commission advised the Management to examine the selection to identify the reason for excess and at the same time the Commission suggested to follow the reservation norms properly.

The Chairman, NCSC handed over the Memorandums submitted by the Associations to the Chairman, Allahabad Bank and advised to take necessary action for compliance and furnish action taken report to the Commission.

The Chairman of Allahabad Bank assured the Commission for compliance of the recommendations and action taken report will be sent to the Commission.

Meeting ended with vote of thanks.
