

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

National Commission for Scheduled Castes conducted a Review of Safeguards provided to SCs by Indian Overseas Bank, Central 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. After that they had a detailed discussion with the Indian Overseas Bank management.

**Meeting with the Indian Overseas Bank SC/ST Employees Welfare Association**

Shri S.S. Sai Baba, President, Shri E. Arumugam, General Secretary and other Office Bearers of Indian Overseas Bank SC/ST Employees Welfare Association participated in the Meeting. List of participants may be seen at **Annexure – I**. Major issues raised by the Association are as follows:

1. The Association demanded continuing the accommodation to them within the Central Office premises till such time other forums like Trade Union, Officer's Association vacate the premises.
2. Reservation upto Scale VI Officers Grade in Indian Overseas Bank as per the Supreme Court Judgment should be implemented
3. In the transfer / posting of SC employees, discrimination / violation of Government guidelines was alleged.
4. Recruitment of sweepers and messenger post has to be started and outsourcing to be stopped.
5. Part-time sweepers are to be converted as full time employees with pay parity.
6. The required percentage of allocation for SC/ST in all external training has not been strictly followed.

7. Internal training requested for SC/ST Officers for exposure in agricultural credit for posting them as first level managers.
8. Posting more SC/ST Officers to branches in foreign countries has been demanded.
9. Adequate representation for SCs in various vital departments like Foreign Exchange Department, Human Resources etc., has to be ensured.
10. In the matter of punishment, discriminatory practice is alleged. For instance, Smt.M.Rajeshwari, attached to Fairlands Branch was awarded 14 increment cut in the matter of window dressing and on appeal; she was restored with 5 increments.
11. The quantum of loan for housing is not sufficient for sweepers / messengers
12. Atrocities on SC employees committed in the form of fabricated charges / disciplinary action

**Meeting with the management of Indian Overseas Bank**

The Commission held Review Meeting with the Managing Director and other Senior Officials of Indian Overseas Bank. List of participants is enclosed as **Annexure - II**. The Managing Director and Chief Executive Officer of Indian Overseas Bank briefly explained the activities and performance / achievements of their bank. The Commission had discussed various grievances as requested by the SC/ ST Employees Welfare Association with the management. The Commission had also raised the issues based on the reply to questionnaire furnished by the Indian Overseas Bank.

The issue of non-implementation of Reservation in promotion upto Scale VI as per Supreme Court Judgment was taken up. The Commission pointed that since the Indian Bank has implemented the Supreme Court judgment Indian Overseas Bank should implement the Supreme Court Orders. The Commission pointed out that housing loan given to sweepers and messengers is very low and it should be enhanced by tie up with other agencies like Safai Karmachari Nigam.

After detailed deliberation the following actionable points emerged:

1. The Indian Overseas Bank SC/ST Employees Welfare Association may be allowed to function in the accommodation at Central Office premises till such time Unions and Officer's Association vacate the premises.
2. Reservation in promotion upto Scale VI as per the Supreme Court Judgment should be implemented without any delay. The Managing Director assured that they will issue Orders to this effect shortly and implement Reservation upto Scale VI in Officers promotion.
3. Bench mark for promotion in the Officer Grade is 75% marks in the Annual Performance Report. As reported by the SC/ST Association, the biased Managers deliberately award the SC employees below 75% marks to deny them promotion. This is a very serious issue and need to be looked into by the Management urgently.
4. 35 backlog vacancies in the Clerical Grade should be filled in a time bound manner.
5. The management submitted that sufficient representation is being given to the SC persons. However, it could not be clarified if prescribed rosters are maintained for all the posts in which reservation is being provided. The Management may submit all the reservation rosters for inspection to the local office of the Commission.
6. The issue of recruitment of sweepers, messengers and regularization of part-time sweepers are to be considered by the Bank.
7. During years 2012, 2013 and 2014 the Bank had sent 89 employees for specialized training. Out of 89 employees only 4 belongs to SC and none to the OBC. This shows discrimination against SCs in the matter of Specialized Training. The Bank may explain the position in this regard.
8. The Bank may consider for posting of more SC employees in the Foreign Branches. ✓
9. Adequate representation for SCs in various vital Departments of the Bank may be ensured. ✓
10. The Bank has reported 4 cases of False Caste Certificates out of which one stated to have been pending before the Court, in two cases the Scrutiny Committee has concluded that they did not belong to ST Community and once case is under investigation. These cases should be finalized in a time bound manner and report sent to the Commission.

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11. The cases of discrimination against SCs in Disciplinary matters required to be looked into by the management.
  12. Housing loan to sweepers / messengers may be increased and possibility of tie up with other Agencies may be considered.
  13. Information on own merit employees promoted category wise during last 3 years (page 26) may be furnished.
  14. Details of pending 5 grievances may be given and action has to be taken to finalize these pending cases / grievances. ✓
  15. Management informed that Appointment on Compassionate has been started from 5.8.2014 only as earlier only ex-gratia payment was made. Commission asked to look into the pending cases of compassionate appointment for early decision. ✓
  16. Details provided on Priority Sector Lending are not clear. Commission desired to provide comparative data clearly indicating the Targets and Achievements. The details of the SC and OBC beneficiary should be clearly brought out. ✓
  17. The Commission also recommended that a Welfare Scheme may be started in the name of the founder of Bank.

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

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ANNEXURE - I

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IOB SCST Welfare Association Participants

Mobile No.	Name of the participants:			
	1. Shri. S.S.Sai Baba 94490246335	President	33024	Champezat - Hyderabad
	2. Shri. E.Arumugam 9894808279	General Secretary	15927	Cathedral - Chennai
	3. Shri. G.Jayaraj 9443246647	Vice President (A.I)	35142	Inspectoratu - Coimbatore
	4. Shri. M.Aruni Mani Arasu 9840445338	Jt. Gen.Sec	35869	Egmore - Chennai
	5. Shri. S.K.Mandel 9830020400	Vice President - East	13815	Golpark - Kolkata
	6. Shri. R.N.Chauhan 0166478621	Vice President - West	16153	Kosturi Nagar Ahmedabad
	7. Shri. S.Mahalingam 9788298888	Vice President - South	19450	Narikalpatti - Dindigul
	8. Shri. G.Malligeswaran 9443471183	Jt. Gen.Sec	15963	West CIT Nagar - Chennai II
	9. Shri D.Srichara Samy 9849319115	original secretary	35878	Miapora - Hyderabad
	10. Shri. N.Kumalas 9883254281	TRR 263420	19106	Chennai - De la Salle
	11. Shri. A. MOOKIAH 944168281	AN TUMA AGS	16072	Chennai - Vinn Main Rd Anna Nagar

ANNEXURE-II

(2021-22-07-15)

IOB Management

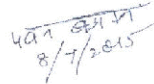
Shri. R Koteeswaran

(MD & CEO)



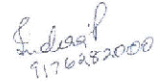
Shri. Pawan Kumar Bajaj

(Executive Director)

  
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8/7/2015

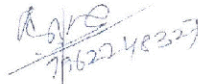
Smt. Indira Padmini

(General Manager)

  
1176232000

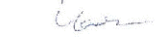
Shri. G.S. Rana

(General Manager)

  
7162248327

Shri. Radha Venkata Krishnan

(General Manager)



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