



Fl. No. 12/2/2024-RU/RM/OGB

Government of India

**National Commission for Scheduled Castes**

(A Constitutional Body set up under Article 338 of the Constitution of India)

{Jurisdiction: West Bengal, Odisha, Sikkim & A&N Islands}

**Minutes of the meeting held on 21.11.2024 on the review of the implementation of safeguards provided to Scheduled Castes by the Odisha Gramya Bank (OGB), Bhubaneswar**

A Meeting was held on 21.11.2024, at 1030 hours, at ITC, Bhubaneswar on the review of the implementation of safeguards provided to Scheduled Castes by the Odisha Gramya Bank, Bhubaneswar.

2. The meeting was attended by the Chairman and Senior Officers of the Odisha Gramya Bank, Bhubaneswar and representatives of Odisha Gramya Bank SC/ST Employees Welfare Council. The list of the participants is enclosed as **Annexure I**.

3. The Hon'ble Member, National Commission for Scheduled Castes, held a meeting with the representatives of Odisha Gramya Bank SC/ST Employees Welfare Council, on 21.11.2024 at 1030 Hrs. The representatives of the Council submitted their grievances before the Hon'ble Member, National Commission for Scheduled Castes, which are as follows:

1. **Office Accommodation Facility:** The Council has requested to ensure the provision of proper office accommodation with necessary facilities.
2. **Promotion Process (2022-23):** The bank has recently concluded its promotion process for the year 2022-23 and several SC candidates were unfairly deprived from promotions. The Council has requested detail review of recent promotion process seeking written marks directly from IBPS, system generated APAR marks and interview marks.
3. **Roster Management and Consultation:** The roster register is a public document and should not be treated as confidential. However, the management finalized the roster without consulting council members. Furthermore, management should involve council members in the vetting process to ensure transparency and fairness.
4. **Training on Roster Maintenance:** To improve the effectiveness of the council, the Council has requested that key officials be provided training on roster maintenance at ISTM.
5. **Backlog Vacancies:** The backlog vacancies for SC employees, if any, must be filled immediately.
6. **Regularization of Daily Wage Workers:** Approximately 560 individuals, including SC/ST workers, are engaged on a daily basis in various roles such as drivers, housekeeping staff, and typists. Considering the bank's requirements, the Council has

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requested their services to be regularized.

7. **Compassionate Appointments:** There is inordinate delay in processing compassionate appointments for the families of deceased staff members. The Council has requested that the management to expedite such cases.
8. **Transfer Policy Concerns:** Request for transfer based on health and spouse grounds are often ignored. The Council has requested the management to involve council representatives in transfer decisions.
9. **Discrimination in Postings:**
  - \*Sensitive Roles: SC employees are often overlooked for sensitive postings in departments like inspection, vigilance, and Head Office roles.
  - \*Committee Representation: No SC members are included in several committees at the Head Office level, which denies them an opportunity to represent and safeguard their interests.
  - \*Posting of Lady Employees: Women employees are posted to branches lacking basic facilities such as toilets and proper transport, which creates undue hardships.
10. **Hardship Centre Postings:** Employees posted to hardship centers are not being transferred to their preferred locations after two years. This disparity needs correction.
11. **Special Leave for Council Meetings:** Council members attending conferences, meeting or any issue related to SC/ST employees' welfare should be granted special leave for such purposes.
12. **Posting of Office bearer at Head quarter:** SC/ST council is working for the safe guard of various issues related to SC/ST staff member hence posting of key officials of Council in Head Office, Regional Offices or nearby to function effectively.
13. **Grievance Redressal Mechanism:** The grievance redressal cells at Head Office and Regional Office levels are not functioning effectively. The Council has requested periodic reviews of these grievance cells in collaboration with council representatives and proper maintenance of grievance registers.
14. **Appeal for Waiver of Punishment:** Mrs. Sushree Sangita Sethi, has appealed for the wavier of a major punishment imposed on her. The Council has requested that her case be considered sympathetically.

4. The Hon'ble Member, National Commission for Scheduled Castes, held a meeting with the Chairman and Senior Officers of Odisha Gramya Bank, Bhubaneswar, on 21.11.2024 at 1100 Hrs. The Commission handed over the grievances of the SC/ST Employees Welfare Council to the Management with the direction to look into the grievances as per the Rules and Procedures of the Bank and Government Orders/O.Ms/Circulars. The Commission has also directed that information/clarification/ATR on the grievances are to be submitted to the Commission within 15 days.

5. The Odisha Gramya Bank, Bhubaneswar briefed the Commission about the reply to the Questionnaire for review of PSUs (copy enclosed as **Annexure II**).

6. The Commission gave the following directions/recommendations:

Point No. as per the Questionnaire	Details as per the Questionnaire	Directions/Recommendations of the Commission
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8 (B)	Short fall as on 02.07.1997 switching over to Post Based Roster.	As per the data submitted, backlog vacancy of 18 is reflected. OGB is directed to ensure that the backlog vacancies are filled.
9	Short fall as on 02.07.1997 switching over to Post Based Roster. Please furnish a statement showing level-wise staff strength as on the date when reservation were enforced in the Ministry/Deptt/Organization/PSUs/Banks and on 31.3.2022, 31.3.2023, 31.3.2024 thus indicating the progress achieved in the following Performa separately.	As on 31.03.2024, the percentage of SCs is 15%. The OGB is to submit reasons for the shortfall and state remedial measures/plan of action to minimize the shortfall.
12	Please furnish a statement in the following Performa showing the total number of employees promoted and the number and percentage of Scheduled Castes. Respectively among them during each of the last three years in respect of various levels / categories of posts separately.	As per the data furnished, there is a shortfall in the percentage of SCs promoted. The OGB is to submit reasons for the shortfall and state remedial measures/plan of action to minimize the shortfall.
19 (b)	How many complaints, were received from SC employees during each of the last three years? Data may please be furnished in table	Mrs. Sushree Sangita Sethi, an SC employee has appealed for the waver of a major punishment imposed on her. The SC/ST Council has also requested that her case be considered sympathetically.  The OGB is requested to relook into the matter on sympathetic grounds and as per the Rules and Procedures of the Bank and Government Orders/O.Ms/Circulars.

7. The Commission has directed that an Action Taken Report is to be submitted by the Department within 15 days.

  
**(Love Kush Kumar)**  
 Member

**Officers of NCSC:**

1. Ms. Sonali Dutta, Director, NCSC, State Office, Kolkata
2. Shri Sharad Kumar Garg, PS to Hon'ble Member, NCSC, Hqrs., New Delhi
3. Mrs. Puloma Basu, Senior Investigator, NCSC, State Office, Kolkata
4. Shri Ramesh Kumar, LDC, NCSC, State Office, Kolkata

**Officers of Odisha Gramya Bank, Bhubaneswar:**

Sl. No.	Name	Designation
1.	Sh. Rishi Singh	Chairman
2.	Sh. Shwetabh Kumar	GM
3.	Sh. B.D. Routray	GM & Liaison Officer
4.	Sh. T.R.Swan	GM
5.	Sh. Soumya Ranjan	Senior Manager
6.	Sh. Debashis Pradhan	Asst. Manager
7.	Sh. Deepak Kumar Beswal	SC&ST Cell-In-charge

**Representatives of Odisha Gramya Bank SC/ST Employees Welfare Council:**

Sl. No.	Name	Designation
1.	Sh. Manoj Kumar Patra	President
2.	Sh. Pradyuman Kr. Behera	General Secretary
3.	Sh.Raja Kishore Behera	Working President
4.	Sh.Satyajit Mahali	Vice President
5.	Ms.Sujata Marandi	Joint Secretary
6.	Ms.Sushree Sangita Sethi	Council Member
7.	Sh.Deepak Kumar Majhi	