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भारत सरकार

Government of India

राष्ट्रीय अनुसूचित जन जाति आयोग

National Commission for Scheduled Tribes

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

Case File No. PU/11/2018/MFIN9/SEOTH/RU-IV

Dated: 15.10.2018

To,

The Managing Director and CEO,  
UCO Bank,  
10, BTM Sarani,  
Kolkata – 700 071  
(West Bengal).

**Sub: Proceedings of the Sitting taken by Shri Raghav Chandra, Secretary, National Commission for Scheduled Tribes (NCST) on 25.09.2018 in the matter of Shri Pankaj Uikey, Chindhwada (M.P), S/o late Imratlal Uikey, Senior Manager, UCO Bank, Anchal, Jabalpur regarding denial of compassionate appointment in UCO Bank.**

Sir,

I am directed to enclose a copy of the Proceedings of the Sitting held on 25.09.2018 under the Chairmanship of Shri Raghav Chandra, Secretary, National Commission for Scheduled Tribes on the above mentioned subject.

It is requested that action taken report in the matter may be intimated to the Commission, within one month positively for placing the same before the Hon'ble Chairperson, NCST.

Yours faithfully,

(Y.K. Bansal)  
Research Officer

Copy to:

Shri Pankaj Uikey,  
S/o late Shri Imrat Lal Uikey,  
H. No. 203, Near Saik Body Builder,  
Old Narsimhapur Naka,  
Anthrbel, Chhindwada – 480 011  
(Madhya Pradesh).

✓ Copy to: - 1.SAS, NIC, NCST.

PROCEEDINGS OF SITTING HELD ON 25.09.2018 AT 02.00 P.M. CHAIRED BY SHRI RAGHAV CHANDRA, SECRETARY, NATIONAL COMMISSION FOR SCHEDULED TRIBES (NCST) IN THE CASE OF SHRI PANKAJ UIKEY, S/O LATE SHRI IMRATLAL UIKEY, SENIOR MANAGER, UCO BANK, ANCHAL, JABALPUR (ANTHARBEL, CHINDHWADA (MP)) REGARDING DENIAL OF COMPASSIONATE APPOINTMENT IN UCO BANK.

Date of Sitting: 25.09.2018

List of officers present in sitting is Annexed.

The petitioner Shri Pankaj Uikey, S/o late Shri Imratlal Uikey, Senior Manager, UCO Bank, Anchal, Jabalpur, R/o Antharbel, Chindhwada (MP) vide his representation dated 26.05.2018 has represented the grievances of denial of compassionate appointment in UCO Bank. He was stated that his appointment application was rejected by the Bank Management without considering relevant documents and medical certificate of his mother Smt. Mamta Uikey.

2. The NCST vide its Notice dated 22.06.2018 had sought report from the Managing Director & CEO, UCO Bank, Kolkata. Thereafter, the UCO Bank Amdn. vide its letter dated 18.07.2018 submitted facts of the case and reported that Shri Pankaj Uikey had applied for compassionate appointment in Bank's service for himself and his application was placed before Committee for compassionate appointment. The Committee observed that preference for compassionate appointment should be given to wife of deceased employee late Shri Imratlal Uikey i.e. Smt. Mamta Uikey instead of his son Shri Pankaj Uikey and accordingly the decision of the Committee was communicated to Shri Pankaj Uikey.

3. Further Shri Pankaj Uikey submitted a medical certificate of his mother Smt. Mamta Uikey, issued by District Medical Board, Jabalpur dated 27.03.2018 wherein members of District Medical Board had referred the examination report of Dr. A.R. Sonkar, Eye Specialist, Victoria Hospital, Jabalpur stating that Smt. Mamta Uikey is suffering from primary open angle glaucoma with Dry Eye Syndrome with low vision and she is having difficulties in her routine work. The Committee on compassionate appointment on perusal of medical certificate issued by District Medical Board, Jabalpur sought examination report of Dr. A.R. Sonkar as the same was not provided. On receipt of the examination report of Dr. A.R. Sonkar, the application will again be placed before the Committee for its decision.

4. The Bank's report was found to be unsatisfactory and therefore, the Hon'ble Vice-Chairperson, NCST has decided to hold a Sitting on 25.09.2018 in the

the Hon'ble Vice-Chairperson, NCST as per her direction.

5. The General Manager (HR), UCO Bank appeared along with request letter for exemption of appearance of CMD, UCO Bank. The petitioner was also present.

6. During the Sitting, the petitioner has submitted before the Commission that he had applied for employment on compassionate ground to the UCO Bank as per Bank's policy after death of his father. Then he had submitted all requisite documents i.e. medical certificate of his mother and consent of his elder sister for consideration of his candidature for employment to the Bank Management. However, the Bank's Zonal Office, Bhopal vide its letter No. ZOB/HRM/OTH/12/2018-19 dated 18.05.2018 has intimated the rejection of his case of employment on compassionate ground. Thus, the Bank did not examine/consider the documents submitted by him and decided the case arbitrarily.

7. The Secretary, NCST asked the General Manager (HR), UCO Bank to explain the facts of the case and reasons for non considering of the petitioner's employment. In turn, the GM (HR), UCO Bank has submitted before the Commission that the petitioner's employment case has not been rejected and the case is still under consideration. The same will be decided on receipt of the requisite documents i.e. medical certificate of his mother and consent certificate of his sister from the petitioner Shri Pankaj Uikey. The GM(HR) also submitted that today i.e. during the Sitting, Shri Pankaj Uikey has provided a copy of the medical certificate of his mother. The case will be examined and considered on the basis of the documents submitted by the petitioner. The Bank has also vacancies and the petitioner's case will be considered as per his suitability and qualifications.

8. After detailed discussion, the GM(HR), UCO Bank assured that the petitioner's employment on compassionate ground will be considered/resolved by the Compensation Appointment Committee on the basis of the examination of medical certificate of petitioner's mother, consent of his sister and subject to availability of vacancies. There is also no change in Bank's policy for consideration for employment on compassionate ground.

9. The Commission recommends that the UCO Bank Management should consider and resolve the grievances of petitioner's request for employment on compassionate ground in a positive way and there should not be delay in deciding the case.

9. Action taken report in this matter should be submitted to the Commission within 30 days.

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List of participants

NCST

1. Shri Raghav Chandra, Secretary (In chair)
2. Shri P.T. Jameskutty, Deputy Secretary
3. Shri Y.K. Bansal, Research Officer
4. Shri Gaurav Kumar, PS to Hon'ble Vice-Chairperson
5. Shri H.R. Meena, Sr. Investigator

Officers of UCO Bank

1. Shri Ujjwal Kumar, General Manager
2. Shri Daman Kumar Chhabra, Deputy General Manager

Petitioner

Shri Pankaj Uikey