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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. VS/17/2018/MFIN9/SEOTH/RU-IV

Dated: 12.02.2019

To

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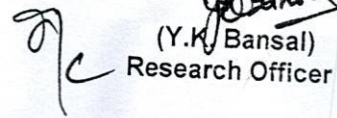
The Managing Director and CEO,
Indian Bank,
HQ, Post Box No. 1384,
66, Rajaji Salai,
Chennai-600 001
(Tamil Nadu).

Sub: Proceedings of the Sitting taken by Smt Maya Chintamn Ivate, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 22.01.2019 in the case of Shri Srinivasulu, Manager (Dismissed), Indian Bank, Kakatiya Nagar Branch, Hyderabad Regarding Reinstatement into service.

Sir,

I am directed to enclose herewith a copy of the Proceedings of the Sitting held on 22.01.2019 under the Chairmanship of Smt Maya Chintamn Ivate, Hon'ble Member, National Commission for Scheduled Tribes on the above mentioned subject for necessary action and submission of compliance report to this Commission within 30 days from the receipt of the letter for placing the same before the Hon'ble Member, NCST.

Yours faithfully,


(Y.K. Bansal)
Research Officer

Copy to:

Shri V. Srinivulu,
Flat No. 102, Sri Lakshmi Residency,
Park Avenue Layout Near Gem Service Station,
Rajarajeshwarinagar,
Kondapur, Hyderabad- 500 084

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जारी किया
ISSUED

NATIONAL COMMISSION FOR SCHEDULED TRIBES

Case File No. VS/17/2018/MFIN9/SEOTH/RU-IV

PROCEEDINGS OF SITTING HELD ON 22.01.2019 CHAIRED BY SMT. MAYA CHINTAMN IVNATE, HON'BLE MEMBER, NATIONAL COMMISSION FOR SCHEDULED TRIBES (NCST) IN THE CASE OF SHRI SRINIVASULU, MANAGER (DISMISSED), INDIAN BANK, KAKATIYA NAGAR BRANCH, HYDERABAD REGARDING REINSTATEMENT INTO SERVICE.

Date of Sitting: 22.01.2019

List of officers present in sitting is Annexed.

The petitioner Shri Srinivasulu, Manager (Dismissed), Indian Bank, Kakatiya Nagar Branch, Hyderabad vide his representation dated 08.08.2018 has submitted representation before the Commission regarding reinstatement into service. He alleged that he had given unjust/harsh punishment of dismissal from service by the Indian Bank authorities without taking into consideration of his defence documents. They imposed so many charges against him. His appeal was also rejected by the management and taken biased opinion which was caused irreparable damage to the poor ST family. The petitioner requested for recommending to scaling down of the punishment and reinstatement in service.

2. As per procedure, a report was called from the Indian Bank management vide NCST notice dated 05.10.2018 and thereafter the Indian Bank Admnin vide its letter dated 19.11.2018 reported facts of the case. The Bank Management has reported that a charge sheet was issued against the petitioner (complainant) for transactions made deliberately by him for his personal gain and for gains of his relatives. The complainant in his complaint has not denied any of the transactions made by him in government account, customer's account and in sanction of loans which itself proves that his intention was to benefit himself and his relatives only. This reveals the fraudulent intention on the part of the complainant. Further, the complainant claims that the transfer of funds was inadvertently made by him and the procedural lapses in loans sanctioned are due to his lack of experience as Branch Manager. It may be noted that the complainant has put in 15 years as Officer. Hence, the claim that the procedural lapses in the loans sanctioned are due to his lack of experience as Branch Manager is not acceptable. Accordingly, an inquiry was conducted as per due procedure and after proving the charges, the Disciplinary Authority has imposed punishment of dismissal from service.

3. As the Bank's report was found to be unsatisfactory and therefore, a Sitting was held on 22.01.2019 before the Hon'ble Member, Smt. Maya Chintamn Ivnate, NCST.

4. In sitting the General Manager (HR), Indian Bank and Senior Manager (Vig), Indian Bank along with the petitioner Shri V. Srinivasulu were present.


Smt. Maya Chintamn Ivnate
Member
National Commission for Scheduled Tribes
Govt. of India, New Delhi

5. In Sitting, the petitioner has submitted his grievances of forceful dismissal from services on alleged charges of some lapses and fraudulent transactions. It was a fact that while discharging the duty of Branch Manager at Gannavaram Branch, some lapses for transferring of funds were happened due to huge work pressure and lack of experience. However, there was no loss to the Bank. Earlier, he had served in the Bank as various capacities for several years with unblemished and bright service record. No charge sheet/punishment was issued to him. The punishment of dismissal from service imposed against him was very harsh and irreparable damage to him and his family. He has submitted an appeal and the same is pending for decision.
6. The GM (HR), Indian Bank briefed about the case and further informed that on account of complaints of the fraudulent transfer of funds against the petitioner, a charge sheet for 6 charges was issued and after completion of the inquiry and findings of the Inquiry Officer, a punishment of dismissal from service was imposed. However, the petitioner's appeal is pending before the Appellate Authority (GM-HR) and will be decided shortly.
7. The case was discussed in detail. The Commission observed that the petitioner had served in the Bank in various capacities for several years with unblemished service records. The petitioner had also got several appreciation letter/award for discharging his duty sincerely and enhancement of business of the Bank during the service record. The petitioner has honestly accepted that due to huge pressure of work and lack of experience, some lapses of transfer of funds were happened. However, there was no loss to the Bank. The punishment imposed against the Scheduled Tribe petitioner is very harsh. The Commission therefore, recommends that the petitioner will submit an appeal highlighting his achievements made during the Bank's service and explanation on the alleged charges to the Appellate Authority (GM-HR) of the Bank. The appeal will be decided in positive manner. The Bank management will also review the petitioner's harsh punishment and will consider his reinstatement into service taking into the petitioner's good service records.
8. An action taken report on the Commission's recommendations should be submitted to the Commission within 30 days on receipt of this proceedings.


Smt. Maya Chintamni Ivate
Member
National Commission for Scheduled Tribes
Govt. of India, New Delhi

NATIONAL COMMISSION FOR SCHEDULED TRIBES

Annexure

(File No. VS/17/2018/MFIN9/SEOTH/RU-IV)

List of participants

NCST

1. Smt. Maya Chintamn Ivnate, Hon'ble Member (In chair)
2. Shri P.T. Jameskutty, Deputy Secretary
3. Shri Y.K. Bansal, Research Officer
4. Shri S.K. Atram, PS to Hon'ble Member
5. Shri H.R. Meena, Sr. Investigator

Officers of Indian Bank

1. Shri. T.S. Seshadri, GM(HR)
2. Shri Mallikarjuna Sastry, SM (Vig.)

Petitioner

Shri V. S. Srinivasulu